

**Proposer: Serene Shibli Sexton (Campaigns and Democracy Officer)**

**Seconded: Evie Drennan (Activities and Opportunities Officer)**

**Summary:** Update the byelaws with a new code of conduct and complaints process to make them more effective, time and resource efficient, and make their meanings clearer

### **Union Notes**

1. uea(su) aims to provide a positive experience for all students, staff and visitors and are committed to the provision of high-quality services and activities.
2. We have a Code of Conduct laid in the byelaws that all members are beholden to and a complaints process that are members are reliant on (byelaw 12 and 6 respectively).
3. These haven't been updated in a long time.
4. Very few students leave any interactions with a code of conduct investigation happy.
5. It's a struggle due to current procedure to have investigations completed on time.
6. Our Code of conduct is limited in its definitions of terms e.g. the definitions of terms such as 'bullying' and 'harassment' leaving students looking for support on these issues unsure of what constitutes a breach of code of conduct and what doesn't.
7. Our byelaws are often inconsistent obscuring clarity of intent and processes to the detriment of members

### **Union Believes**

1. That the current state of the code of conduct is unacceptable
2. That the current processes are inefficient in a way that significantly detrimental to the experience of members involved in a code of conduct investigation and a drain of resources to the SU
3. That we deserve a code of conduct that is more helpful than it is confusing
4. Byelaw 8: Equal Opportunities Regulation exists, and its principles and the principles of the union should be reflected in our code of conduct.

5. By extension Our code of conduct should represent the views of the membership and the policies that have been passed over the last few years.
6. Those terms such as 'racism', 'harassment', are important enough to warrant definition in our code of conduct.

### **Union Resolves**

1. To delete and replace Byelaw 12 with the proposed Code of Conduct Bye-Law, the content of which can be found on the supporting document to this motion.
2. To delete and replace Byelaw 6 with a the proposed Complaints Bye-Law, the content of which can be found on the supporting document to this motion.
3. For the Campaigns and Democracy Officer and the SU to go through the byelaws and Articles of Association, empowering them to ensure there is logistical and factual continuity in our constitution, given these policies' changes to the bye laws, and to take any superficial changes that need to occur because of this to the Democratic Procedures Committee for oversight.
4. To mandate Democratic Procedures Committee and the Campaigns and Democracy Officer to bring any changes they deem non-superficial to Union Council for approval.

### **Supporting Documents**

[Code of Conduct Proposal – Bye-Law 12](#)

[Complaints Proposal – Bye-Law 6](#)