

# Enforcing the Equal Opportunities Policy

## AS PROPOSED

Proposed by: Andrew Olson Gallardo (UG OM FoE)

Seconded by: Lloyd James (RCSU President)

ICU Notes:

1. ICU's lapsed Equal Opportunities Policy stated:
  - a. 5. It is the shared responsibility of all staff and students to help foster an **environment free of unfair discrimination and harassment**. However the burden falls upon the shoulders of the Union Officers and permanent staff and Union Officers to ensure that Imperial College Union is free from institutional bias, hatred, unfair discrimination and harassment.
  - b. 14. **Any club, or society or project which fails to comply with this Policy or which promotes aims and objectives in conflict with this Policy shall be suspended by the process outlined in the Clubs and Societies Policy and will cease to be granted the use of Union resources and facilities**, including those under its control.
2. The Equal Opportunities Policy was allowed to lapse due to redundancy with the Safe Space Policy and the law, but these 2 specific points are not covered by either.
3. There are certain alumni groups (known as "tie clubs", including the Chaps Club, the Links Club, and the 22 Club) that, were they affiliated to ICU, might be in breach of these points.
4. These alumni groups are associated with 82 tankards currently held in the Union Bar (all tankards being the property of Imperial College Union as per the Tankards Policy).

ICU Believes:

1. The quoted points from the Equal Opportunities Policy ought to be enforced even if they are not in active policy.
2. All groups which use the Union bar's tankard storage space should be held to the same standards as CSPs.

ICU Resolves:

1. To amend the Tankards Policy to include: "Any group using the tankards must be able to demonstrate that their membership requirements do not discriminate against protected characteristics as defined by the Equality Act (2010), except in cases of Lawful Discrimination as described in the former Equal Opportunities Policy".
2. To enforce the previous point, with immediate effect,
  - a. To remove the tankards of "The 22 Club", "The Chaps Club" and "The Links Club" until they provide sufficient evidence that they comply with the amended Tankards Policy to the satisfaction of Union Council. In this case the tankards will be restored.
3. To amend the Tankards Policy to replace reference to specific tie clubs with generic reference to 'alumni groups'.
4. To allow clubs that have had their tankards removed to buy them back from the Union at an appropriate cost. If this does not happen within six months of notice, the tankards will be repurposed.