

Enforcing the Equal Opportunities Policy

AS AMENDED AND PASSED

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. Concerns have been raised about certain alumni groups that, were they Clubs, Societies or Projects affiliated to ICU, would be in breach of these points.
4. These alumni groups are associated with at least 82 tankards currently held in the Union Bar.

ICU Believes:

1. The quoted points from the Equal Opportunities Policy ought to be enforced even if they are not in active policy, and the Safe Space Policy should be amended to reflect this.
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 not have membership requirements that discriminate according to the Safe Space Policy.
2. To enforce the previous point, with immediate effect:
 - a. A challenge can be brought, with evidence, against a group to the Deputy President (Finance & Services) and President, who will make a decision as to whether the challenge is upheld. Their decision can be challenged by Council. The challenged group has to then present evidence to demonstrate their adherence to the Safe Space Policy within two months.
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 Union-owned tankards removed under this policy 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 or archived at the discretion of the President and Deputy President (Finance & Services); their decision can be challenged by Union Council.