

1. POLICY TITLE: DON'T BE A DICK

2. PURPOSE

The purpose of this policy is to clearly state the values and behavioural standards expected of anyone involved at Ulster University Students' Union. UUSU is a student-led organisation that exists to represent, support, and advocate for students. That work cannot happen in an environment where people are harmed, excluded, intimidated, or made to feel unsafe.

3. OUR POSITION

UUSU is committed to being a space where all students are treated with dignity and respect. We do not accept harm, abuse, discrimination, or hate of any kind.

At UUSU there is no place for behaviour that:

- Causes physical, emotional, psychological, or sexual harm
- Marginalizes, silences, or targets individuals or groups
- Creates an unsafe, hostile, or intimidating environment

4. BEHAVIOUR THAT IS NOT ACCEPTED

The following behaviours are unacceptable within UUSU spaces, activities, events, communications, and roles, whether in person or online:

- Racism, xenophobia, sectarianism or discrimination based on race, ethnicity, cultural background or nationality
- Homophobia, biphobia, transphobia, or discrimination based on sexuality or gender identity
- Sexism, misogyny, or discrimination based on gender
- Gender-based violence, sexual harassment, sexual assault, or coercive behaviour
- Ableism or discrimination based on disability, mental health, or neurodiversity
- Discrimination based on age, including dismissing, excluding or mistreating an individual because of their age
- Discrimination based on religious belief
- Harassment, bullying, intimidation, threats, or abuse
- Hate speech or behaviour that demeans or dehumanises others

This list is not exhaustive. If behaviour causes harm or exclusion, it is not acceptable at UUSU.

5. EXPECTATIONS OF UUSU MEMBERS AND REPRESENTATIVES

All students engaging with UUSU, particularly elected representatives, staff, volunteers, and council members are expected to:

- Treat others with basic respect and decency
- Act in ways that contribute to a safe and inclusive environment
- Reflect on the impact of their words and actions
- Challenge harmful behaviour when it is safe to do so
- Take responsibility when harm has been caused
- Holding a position at UUSU is a privilege, not a shield from accountability.

6. ACCOUNTABILITY

Breaches of this policy may result in action under relevant UUSU policies, procedures, or codes of conduct. This may include removal from roles, restriction from activities, or further disciplinary processes where appropriate.

UUSU takes reports of harm seriously and is committed to responding in a way that centres safety, fairness, and the wellbeing of those affected.

7. OUR BOTTOM LINE

UUSU exists for all students. Everyone deserves to feel safe, respected, and able to participate without fear of harm or discrimination.

If your behaviour undermines that, it does not belong here.

Don't be a D!ck. Be decent.

Proposer: Emily Roberts (On Behalf of the Student Executive)

Seconded: Alex Pittam

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