

Women's Rugby Appeals Committee
Tuesday 26 November, 2019

Record of decision
Made under Section 11 of Rule 9

Introduction

Rule 9 requires that:

1. *"Minutes shall be kept of the hearings of the Committee, which shall include a numerical record of any vote held, but shall not include the content of any private deliberation between members of the Committee", in addition to,*
2. *"The outcome of every hearing shall be published on the Union website, and reported to the next meeting of Union Senate, with the identity of the respondent, any witnesses and the complainant (except where this is the Union President on behalf of the Union) removed."*
3. *The identity of the respondent shall be published where:*
 - a. *the Committee have decided that the name of the respondent should be published, or*
 - b. *the respondent is a Group (but the identity of any person appearing on the behalf of the Group shall not be published).*

This document is therefore that record as required under Rule 9.

Complaint

The complaint was brought to the committee by an elected Sabbatical Officer on behalf of the Students' Union. The complaint detailed the following:

1. A document was released by the committee to the club.
2. The document included initiation-style material in the form of drinking games and punishments. In addition, the Disciplinary Committee found content which was discriminatory in nature.
3. The document was available to be viewed and downloaded until the SUSU became involved.
4. The document was linked to SUSU through the name of the club being on the title.
5. That the content of this material comprised a breach of good order through:
 - a. conduct detrimental to the reasonable enjoyment of Union facilities by other members of the Union or to the reputation of the Union, contrary to section 4.2(b) of Rule 9 of the Union.

The Disciplinary Committee imposed the following penalties/sanctions:

1. The club is to issue a public apology, facilitated by the Students' Union.
2. The current committee is excluded from attending AU ball for this academic year (2019-20).
3. The current committee is excluded from participating in Varsity 2020 (or an equivalent event should the club not be entering a team for Varsity 2020).

The Disciplinary Committee further recommended the following outcomes:

For the club committee:

1. All committee members are to take the online welfare module.
2. The committee is to remove the document in question and issue a public explanation and apology for said document.

3. Clubs to promote the use of the SUSU reporting tool.
4. The committee is to partake in guidelines and/or training for other clubs.
5. To appoint a Welfare Secretary, to promote the role and adjust constitutions where applicable.
6. Specific songs are banned.
7. Handovers are to be carried out for all committee members, this handover is to include the report for this hearing once made available.
8. All inherited documents are to be reviewed annually.

For SUSU:

9. SUSU is to make it clear that songs along the lines of certain songs in the documents are inappropriate.
10. SUSU is to highlight the need for a handover between committees.
11. SUSU to encourage clubs to review inherited documents annually.

The Appeal was brought forward with regards to one specific sanction imposed at the original Disciplinary Hearing. *“The current committee is excluded from participating in Varsity 2020 (or an equivalent event should the club not be entering a team for Varsity 2020).”*

Hearing

The Committee consisted of 5 members drawn randomly from the Disciplinary Pool, including the Chair of Disciplinary Committee. The complaint was presented by an elected Sabbatical Officer on behalf of the Students' Union. The respondents attended the hearing on behalf of the committee (who took collective responsibility), providing their own evidence and statements.

Penalties

The Appeals Committee unanimously voted to uphold all the original Penalties, Sanctions and Recommendations.

The vote

The Committee voted:

- Unanimously, to uphold all the above sanctions and outcomes.

As the vote was not tied, the Chair of the committee did not exercise their vote.