

Recommendation from the Sexual Misconduct Working Group

Proposer: Becky Neil (Deputy President (Welfare))

Seconders: Daniel Wigh (Knowledge Chair), Anna Wilson (Gender Equality Officer 2017-18), Clarisse Beurrier.

Union Notes:

- 1) The paper "Motion on Union Penalties for Sexual Misconduct" from Union Council 23rd October 2018 changed the Union Bye-laws to the following (numbers are incorrect as the bye-laws were reviewed following this, but it will be included in the correct new version):
 - I. Officers, volunteers, representatives and holders of committee positions may only be suspended, censured, dismissed, or excluded within the provisions of these Bye-Laws.
 - II. In cases of interpersonal violence, abuse, and sexual misconduct, that is deemed non-minor by the Governance Committee following an investigation, the following sanctions must be imposed: dismissal from all elected posts in the Union, permanent exclusion from holding elected roles, participating in all elections as a candidate, and volunteering positions that involve direct interaction with children (e.g. tutoring) for 7 years.
- 2) The original paper did not propose a time limit on the ban, but it was proposed as 7 years and amended during the meeting.
- 3) As mandated by the paper, a working group (Sexual Misconduct Working Group) was formed to determine a recommendation for the duration of a time period for the ban.
- 4) The working group was given the following information:
 - I. The longest single degree at Imperial is the Medicine degree at 6 years.
 - II. If a student completes an undergraduate, masters and PhD degree at Imperial with no interruption, they will be at Imperial for around 7-9 years.
 - III. There are very few students who leave Imperial and return much later on to complete another degree.
 - IV. A number of other students' union policies were looked into (KCL, UCL, LSE, Queen Mary's, Essex, York, Manchester, East Anglia). All unions had zero tolerance of sexual misconduct, although none of them highlighted volunteers as a specific category that received different sanctions.
 - V. LSE and Queen Marys does not specify sexual misconduct in their disciplinary procedures but lists Union membership being removed as an option for the disciplinary panel. KCL, UCL, East Anglia, Manchester and York specifically state sexual misconduct in the disciplinary procedures and that Union membership can be removed if decided by the disciplinary panel. Essex states that sabbatical officers will be removed for sexual misconduct but the decision is left to the disciplinary panel for all other students.
 - VI. All other students' unions leave the decision to the disciplinary panel. No specific outcomes are stated for particular categories of cases.

Union Believes:

- 1) Safety of students should be the highest priority.
- 2) Most policy changes will be positive for some and negative for others. In this case, the proposed policy would benefit our 17000 students, as they can now take for granted that no

one in leadership of the society has been found guilty of sexual misconduct, and inconvenience only very few people, perhaps even 0 people. We believe the benefit to 17000 today out-ways the inconvenience to <10 former students decades from now.

- 3) Based on the practice of other students' unions, an unlimited ban is not unreasonable.

Union Resolves:

- 1) To remove "for 7 years" from the following in the the Union bye-laws:
 - a. In cases of interpersonal violence, abuse, and sexual misconduct, that is deemed non-minor by the Governance Committee following an investigation, the following sanctions must be imposed: dismissal from all elected posts in the Union, permanent exclusion from holding elected roles, participating in all elections as a candidate, and volunteering positions that involve direct interaction with children (e.g. tutoring) for 7 years.
- 2) To dissolve the sexual misconduct working group and run a campaign.