



# Warwick Pride, the LGBTQUIA+ Association Constitution

Date Recognised/Renewed: 12/03/2025

## 0 Preface

- 0.1 This constitution acts as the basis of operations for the society. Further questions should be directed to the current executive committee of the society.
- 0.2 This document is available online at <https://warwickpride.org/about/files>.
- 0.3 The President(s) shall interpret Pride's Constitution and Policy in the case of conflict, and ensure interpretations of the Constitution are always made in the spirit of the Constitution.
- 0.4 Where conflicts arise between SU By-Laws and Regulations and this constitution, the SU By-Laws and Regulations shall always take precedence.
- 0.5 The Constitution shall only be altered by motions that reach the relevant Union-mandated quorum. The Union's Societies Federation Committee shall approve any such alterations.
- 0.6 The Exec shall be responsible for ensuring correct numbering, references, spelling, punctuation and grammar within the Constitution. Any such changes must maintain the spirit and meaning of the Constitution and must be ratified by the President(s).
- 0.7 This Constitution was adopted at a Society AGM on 29/01/04 and has been amended at Society/Association GMs on 21/10/04, 27/10/05, 02/02/06, 08/02/07, 25/10/07, 03/02/11, 20/10/11, 01/03/12, 25/10/12, 08/03/13, 24/10/13, 19/02/14, 24/10/14, 05/11/15, 11/05/16, 03/11/16, 22/03/19, 21/11/20, 28/02/22, 19/10/23, 11/11/2024, ~~and~~ 24/02/2025 and 10/11/2025. It has also been amended by an Unanimous decision of the Executive Committee at an Executive Committee Meeting on 22/11/11.



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# 1 Names and Definitions

- 1.1 The University of Warwick Students' Union Society for students who are Lesbian, Gay, Bi+, Transgender\*, Queer, Undefined, Intersex, Aspec + who experience similar or related forms of prejudice, discrimination or oppression (LGBTQUIA+) and their friends/allies shall be known as Warwick Pride (hereinafter referred to as 'Pride'" or 'the Society').
- 1.2 The abbreviation LGBTQUIA+ shall hereinafter be used to refer to those who self-define as Lesbian, Gay, Bi+, Trans\*, Queer, Undefined, Intersex, Aspec, those who do not to define their sexual or romantic orientation, or gender identity, as well as those who experience similar or related forms of prejudice, discrimination or oppression.
- 1.3 The Executive Committee of the Society shall hereafter be referred to as 'the Exec'.
- 1.4 The University of Warwick shall hereafter be referred to as 'the University'.
- 1.5 The University of Warwick Students' Union shall hereafter be referred to as 'the Union' or 'SU'.
- 1.6 The Union's LGBTQUA+ Part-Time Student Officer shall hereafter be referred to as 'the SU LGBTQUA+ Officer'.
- 1.7 The Union's Trans Students' Part-Time Student Officer shall hereafter be referred to as 'the SU Trans Officer'.
- 1.8 For the purposes of this Constitution, the term 'safe space' shall have a twofold meaning:
  - 1.8.1
  - 1.8.2 A physical space, such as a room or venue, in which any person may feel at ease in discussing or otherwise referring to their sexual or romantic orientation, gender identity or any other issue without fear of discrimination or prejudice (including from within the membership and/or the Exec of the Society);
  - 1.8.3 An environment or atmosphere in which no person should fear discrimination or prejudice (including from within the membership and/or the Exec of the Society) as adhering to the Safe Space Policy found on the website.
- 1.9 Wherever possible, in-person events such as, but not limited to, Exec Meetings, General Meetings and Socials should take place in areas or venues which satisfy the conditions of a 'safe space'.



## 2 Aims and Objectives

2.1 The aims and objectives of Pride shall be:

- 2.1.1 The ultimate objective of the Society shall be to fight for the liberation of LGBTQUIA+ people from all systems of oppression.
- 2.1.2 To provide a safe and welcoming atmosphere for LGBTQUIA+ members of the University community and their friends/allies.
- 2.1.3 To provide advice and support for those individuals who are in the process of navigating their sexual orientation and/or gender identity, and are considering 'coming out' or do not wish to do so.
- 2.1.4 To provide information and assistance on issues of safer sex, sexual health and sexual and gender identity through its meetings, the Society's website, the Union and other means when required.
- 2.1.5 To campaign for the welfare of LGBTQUIA+ people within the Union, the University and wider society.
- 2.1.6 To promote awareness within the student and wider community of issues affecting LGBTQUIA+ people.
- 2.1.7 To run social events for members which, where possible, are also open to non-members.
  - 2.1.7.1 All social events run by the Society shall be attended by a member of the Executive Committee, to be nominated beforehand, who will not be under the influence of alcohol or other substances. This 'Exec on Duty' will act as a point of contact for members experiencing any issues during the event, and will be responsible for ensuring, to the best of their ability, that any such issues are resolved.
  - 2.1.7.2 In the case that a member of the Executive Committee cannot be nominated as the Exec on Duty for any given social, notice of this fact will be given in advance to all members of the Society through the current means of communication.
- 2.1.8 To actively acknowledge and embrace diversity amongst its membership and do all in its power to combat any discrimination faced relating to this diversity, ensuring that its membership abides by the Union's Equal Opportunities Policy.
- 2.1.9 To achieve these objectives at no cost to the Society's members e.g. through continued exemption from the Union's Societies Federation Fee.



## 3 Commitments

- 3.1 The Society shall be committed to a truly intersectional approach to liberation issues.
- 3.2 The Society shall be formally allied to those protected groups as listed in the Safe Space Policy. The Exec shall maintain a publicly accessible list of groups with which the Society is allied.
- 3.3 **The Society shall, where possible, work alongside the following groups:**
  - 3.3.1 The Society shall work alongside the other liberation societies at the University of Warwick, including (but not limited to) Warwick Anti-Sexism Society, Warwick Anti-Racism Society, Warwick Enable, ~~and~~ Warwick Mind Aware and Warwick Trans\* Society.
  - 3.3.2 The Society shall work alongside the University of Warwick Students' Union Welfare & Campaigns Officer, and Part-Time Liberation Officers (Disabled Students' Officer, Ethnic Minorities Officer, Women's Officer, LGBTQUA+ Officer and Trans Officer).
  - 3.3.3 The Society shall seek to create and maintain links with other relevant groups, such as other student societies and sports clubs (within the University and at other universities) and organisations such as charities and activist groups.
  - 3.3.4 The Society shall recognise, work alongside, and support the efforts of democratically elected spokespeople from those protected groups. Where present, this includes Students' Union societies and Union Officers; otherwise, a spokesperson elected at a self-defining caucus. Such spokespeople will be invited to meetings of the Executive Committee, and will be consulted on issues pertaining to the communities they represent.
- 3.4 **The Society shall provide the following events and resources/services:**
  - 3.4.1 The Society shall run a 'Parenting Scheme', a buddy system for the purpose of facilitating a member's introduction to the Society. The Welfare Officer, where possible, should take the lead on this.
  - 3.4.2 The Society shall promote and maintain a presence at the Sexual Health and Guidance Festival as organised by the Students' Union.
  - 3.4.3 The Society shall aim to provide its membership with accessible Sexual Health resources both online and in person.
  - 3.4.4 The Society shall aim to provide its membership with accessible information on support for students facing, or in fear of facing, estrangement.
  - 3.4.5 The Society shall regularly review the accessibility of its events and resources/services, with the aim of ensuring that both are as accessible as possible to the widest range of people.
- 3.5 **The Society shall maintain a visible presence during, but not limited to, the following awareness periods (or their equivalents):**



- 3.5.1 LGBT History Month in February
- 3.5.2 Aromantic Spectrum Awareness Week, occurring on the first full week following Valentine's day, beginning on Sunday.
- 3.5.3 Bi+ Health Awareness Month in March
- 3.5.4 International Women's Week from the 1st Saturday of March.
- 3.5.5 Trans Day of Visibility on the 31st of March
- 3.5.6 Mental Health Awareness Week from the 15th to the 21st of May.
- 3.5.7 IDAHOBiT (International Day Against Homophobia, Biphobia, and Transphobia) on the 17th of May.
- 3.5.8 Pride Month, from the 1st to the 30th of June.
- 3.5.9 Sexual Health Awareness Week from the 11th to the 17th of September
- 3.5.10 Bi+ Visibility Day on the 23rd of September.
- 3.5.11 International Lesbian Day on the 8th of October
- 3.5.12 Black History Month, from the 1st to the 31st of October
- 3.5.13 Ace Week, occurring on the last full week of October
- 3.5.14 Trans Awareness Week, from the 13th to the 19th of November.
- 3.5.15 Trans Day of Remembrance on the 20th of November.

### **3.6 The Society shall campaign on the following issues:**

- 3.6.1 The Society shall campaign to continue the provision of the 'Liberation Room' within the Union; where the room is a physical space for the use of students from the liberation communities, to meet and discuss relevant issues and to share resources.
- 3.6.2 The Society shall maintain its opposition to the commercialisation of Pride events, and continue to campaign for free access to Prides.
- 3.6.3 The Society shall seek to ensure that all Union and University forms contain appropriate fields, where applicable, for the purposes of recording gender identity and sexual and/or romantic orientation data.
- 3.6.4 The Society shall campaign to secure gender neutral toilet facilities within Union and University buildings.
- 3.6.5 The Society shall campaign to ensure the SU takes responsibility in making sure queer students are respected within sports clubs and are given equal opportunity of access



## 4 Membership

### 4.1 Standard Members

- 4.1.1 The following must hold for an individual to be eligible to become a Standard Member of Pride:
- 4.1.1.1 They must self-define as LGBTQUIA+;
  - 4.1.1.2 They must be a current student at the University;
  - 4.1.1.3 They must be a full member of the Union.
- 4.1.2 In order to be a Standard Member of the Society, those who are eligible must obtain Society Membership from the Society's SU page ([Warwick Pride \(warwicksu.com\)](http://warwicksu.com)).
- 4.1.3 Standard members of Pride shall be entitled to all the rights and privileges laid out in this Constitution.
- 4.1.4 Only Standard Members may stand for or hold a position on the Exec or vote at General Meetings.

### 4.2 Alumni Members

- 4.2.1 The following must hold for an individual to be eligible to become an Alumni Member of Pride:
- 4.2.1.1 They must self-define as LGBTQUIA+;
  - 4.2.1.2 They must have graduated the University of Warwick no more than twenty-four (24) months before seeking Alumni Membership;
  - 4.2.1.3 Their application for Alumni Membership has been approved by a simple majority of the Executive Committee;
  - 4.2.1.4 Their membership of Warwick Pride would not take increase the proportion of Alumni Members, as compared to the total membership, beyond 50 percent.
  - 4.2.1.5 Upon twenty-four months having passed since an individual graduated from the University of Warwick - their Alumni Membership of Warwick Pride shall cease.





## 5 The Exec and their Job Descriptions

5.1 The Exec shall consist of the following members, *who shall be elected at the Annual General Meeting*:

### 5.1.1 President(s)

- 5.1.1.1 There may be up to 2 elected 'Presidents', in which instance, both individuals are to be referred to as the 'Co-President'. The expected duties would not change in such an instance, though they may be shared between the Co-Presidents.
- 5.1.1.2 The President(s) guides the direction and strategy of the Society as a whole. The President(s) looks to the future of the Society and keeps the "bigger picture" in mind.
- 5.1.1.3 Alongside the Vice President, the President(s) shall represent the Society to the Union and the University, and is one of the principal contact points between the Society and the Union. This includes the Societies Officer, Welfare Officer, and Liberation Officers.
- 5.1.1.4 The President(s) shall be responsible for ensuring that the Society is run according to Union regulations and this Constitution as far as can be reasonably expected. It is the responsibility of the President to interpret this Constitution.
- 5.1.1.5 The President(s) shall aim to be familiar with every part of the Society, and assist in running events where needed.
- 5.1.1.6 Alongside the Vice President, the President(s) shall ensure every member of the Exec is fulfilling their duties.
- 5.1.1.7 Alongside the Vice President, the President(s) shall make executive decisions on matters that are time-sensitive, that don't require Exec discussion, or that are a point of conflict amongst the Exec.
- 5.1.1.8 Alongside the Welfare Exec, the President(s) shall help resolve arising welfare issues amongst the membership.
- 5.1.1.9 Alongside the Campaigns Officer, the President(s) shall oversee the campaigns the Society is running, and ensure that the Society's campaigns fulfil the Society's overall direction and strategy.
- 5.1.1.10 The President(s) shall create, publish and maintain the 'Safe Space Policy' to ensure that the Society and its events are a Safe Space for all marginalised groups.
- 5.1.1.11 Should any non-core executive position, as defined in the Student Union bylaws and regulations, fall vacant; the responsibilities of said role shall vest in the President(s) until said role is filled.

### 5.1.2 Vice President

- 5.1.2.1 The Vice President shall guide the day-to-day operation and admin duties of the Society, including but not limited to: maintaining the Google Drive; applying for the Societies Fair table; filling out forms required by the SU, such as the handover pack; organising AGMs/EGMs; and booking rooms for the Society's events.



- 5.1.2.2 Alongside the President(s), the Vice President shall organise, run, minute exec meetings, deciding whether the meeting should be public or private to their discretion, and shall ensure minutes from public meetings are published so that the membership can read them if they so wish.
- 5.1.2.3 Alongside the President(s), the Vice President shall represent the Society to the Union and the University, and is one of the principal contact points between the Society and the Union. This includes the Societies Officer, Welfare Officer, and Liberation Officers.
- 5.1.2.4 Alongside the President(s), the Vice President shall ensure every member of the Exec is fulfilling their duties.
- 5.1.2.5 Alongside the President(s), the Vice President shall make executive decisions on matters that are time-sensitive, that don't require exec discussion, or that are a point of conflict amongst the exec.

### 5.1.3 Treasurer

- 5.1.3.1 Alongside the President(s), the Treasurer shall have financial responsibility for the Society.
  - 5.1.3.1.i They shall be responsible for the day-to-day financial duties of the Society, including allocating budget and overseeing money requests.
  - 5.1.3.1.ii They shall be responsible for working alongside the Social Coordinators, and any Exec member intending to run an event which will cause any expense to the society, with the principal intention of accommodating or negotiating any costs without the Society bearing significant financial risk.
  - 5.1.3.1.iii They shall be responsible for completing the Grant Application of the SU's Handover Pack and securing the annual budget allocation from the Union, and shall be responsible for ensuring we are exempt from the Societies Federation Fee.
  - 5.1.3.1.iv They shall be responsible for applying for sponsorship if and when necessary.
  - 5.1.3.1.v They shall be able to provide accurate financial updates at democratic meetings.
- 5.1.3.2 The Treasurer shall be responsible for maintaining an up-to-date inventory of the Society's equipment, and ensuring this is adequately stored.
- 5.1.3.3 Where possible, the Treasurer shall be responsible for finding cheaper alternatives for any equipment, whilst also aiming to work with local suppliers.
- 5.1.3.4 Alongside the Social Coordinators, the Treasurer shall hold principal responsibility for ensuring that the annual Glitterball goes ahead, their main duty being the financial planning for this event, and that organisational duties are delegated amongst the Exec appropriately.
- 5.1.3.5 Alongside the Social Coordinators, the Treasurer shall ensure that the Event Planning Pack for Euphoria is completed in a timely manner.
- 5.1.3.6 Alongside the Social Coordinators, the Treasurer shall hold principal responsibility for the planning of any proposed domestic or international tours, and shall ensure that organisational duties are delegated amongst the Exec appropriately.



#### 5.1.4 **Communications Officer(s)**

- 5.1.4.1 There shall be up to 2 elected Communications Officers.
- 5.1.4.2 The Communications Officer(s) shall be responsible for the internal communication of the Society with its Membership. ~~coordinating the Society's publicity~~. This includes the creation of advertising images and text. This may involve delegating tasks to other members of the Exec where appropriate.
- 5.1.4.3 Alongside the Outreach Officer(s), the Communications Officer(s) shall be responsible for keeping the Society's social media platforms active and up-to-date, by posting details of the Society's activities (e.g. events, campaigns) in a timely manner, and by sharing other matters of relevance to the Society's membership (e.g. relevant events run by other Societies, the SU or University; the activities of LGBTQUIA+ organisations/charities; government actions related to LGBTQUIA+ liberation).
- 5.1.4.4 The Communications Officer(s) shall be responsible for sending regular emails to the Society's membership with details of upcoming events and happenings.
- 5.1.4.5 The Communications Officer(s) shall be responsible for sending out the bi-termly and weekly event posts on the Society's social media platforms.
- 5.1.4.6 The Communications Officer(s) shall be responsible for maintaining any Society accounts related to the creation/distribution of publicity, e.g. platforms akin to Canva and Linktree.

#### 5.1.5 **Outreach Officer(s)**

- 5.1.5.1 There shall be up to 2 elected Outreach Officers.
- 5.1.5.2 The Outreach Officer(s) shall be responsible for the external communication of the Society. This includes collaborating with other Societies, the SU or the University, as well as relevant third parties and queer organisations.
- 5.1.5.3 The Outreach Officer(s) shall be responsible for responding to any emails or inquiries from third parties in a timely manner. This may involve delegating tasks to other members of the Exec where appropriate.
- 5.1.5.4 Alongside the Social Coordinator(s), the Outreach Officer(s) shall assist in organising collaborative events with relevant other Societies, the SU and LGBTQUIA+ organisations/charities with a specific focus on a student-led Pride Month.
- 5.1.5.5 Alongside the Campaigns Officer(s), the Outreach Officer(s) shall assist in reaching out to LGBTQUIA+ organisations, charities and student groups, with a specific focus on ensuring the Society has a significant presence during Pride History Month (see 3.5.1).

#### 5.1.6 **Technical Officer**

- 5.1.6.1 The Technical Officer shall maintain and update the Society's website.



- 5.1.6.2 The Technical Officer shall keep passwords to all of the Society's web accounts, and change them from previous passwords at the beginning of their term, such that outgoing Exec can no longer access them. The Technical Officer shall give the passwords of certain accounts to the necessary Exec, e.g. the Social Media passwords shall be given to the Social Media Officer. The Technical Officer shall deactivate accounts that are no longer used.
- 5.1.6.3 Alongside the Vice President, the Technical Officer shall maintain the Google account. In particular, the Technical Officer shall oversee the Gmail, ensuring that Exec are notified when an email comes through that needs attention, and moving items to appropriate folders where required.
- 5.1.6.4 The Technical Officer shall be in charge of the Discord server. They shall appoint moderators and oversee the moderation of the server. They shall ensure that all the information channels are kept up-to-date (e.g. rules channels).

#### **5.1.7 Campaigns Officer(s)**

- 5.1.7.1 There shall be up to 2 elected Campaigns Officers.
- 5.1.7.2 The Campaigns Officer(s) shall be responsible for organising, overseeing and running campaigns.
  - 5.1.7.2.i They shall ensure that the campaigning efforts of the Society are directly relevant to its Aims and Objectives (Section 2) and its Commitments (Section 3).
  - 5.1.7.2.ii They shall ensure that campaigns involve relevant stakeholders - e.g. relevant Exec members, members of the community being campaigned for, other Liberation Societies/Societys, and Union officers (Trans and LGBTQUA+ Officers, Campaigns Officer etc) - where possible or advantageous to the campaign.
  - 5.1.7.2.iii They shall act as a point of contact and support for members of the Society wishing to run their own campaigns (and encourage people to do so).
- 5.1.7.3 The Campaigns Officer(s) shall maintain a professional Society with the Union's LGBTQUA+ and Trans Officers on behalf of the Exec.
- 5.1.7.4 The Campaigns Officer(s) shall be responsible for the political education of Society members, arranging events on the history of LGBTQUA+ liberation struggles, the nature of oppression LGBTQUA+ people face and the intersection of these with other marginalised peoples.
- 5.1.7.5 The Campaigns Officer(s) shall encourage and support the Community Officers to campaign and raise awareness of the specific struggles their community faces.

#### **5.1.8 Social Coordinator(s)**

- 5.1.8.1 There shall be up to two elected Social Coordinators in the Society, who will act as the Events team for the Society.
- 5.1.8.2 The Socials Coordinator(s) shall be responsible for organising the majority of the social events held by the Society.



- 5.1.8.2.i They shall be responsible for the oversight of the Society's termly Events Calendar. This will include ensuring that other Exec Members have filled in the calendar to a reasonable expected standard.
- 5.1.8.2.ii They shall organise a balance of sober and drinking events, with at least one sober event per one drinking event (1:1 ratio), with a recommended two sober events per one drinking event (2:1 ratio).
- 5.1.8.2.iii They shall be responsible for delegating Sober Exec Duty for all events at Exec Meetings.
- 5.1.8.2.iv They shall ensure that the social events run by the Society are those desired by the membership of the Society.
- 5.1.8.2.v They shall ensure that welcome events are held during Welcome Week, and any other Welcome-focused events aimed at engaging new students throughout the academic year.
- 5.1.8.3 Alongside the Treasurer, the Social Coordinator(s) shall hold principal responsibility for ensuring that the annual Glitterball goes ahead, and that organisational duties are delegated amongst the Exec appropriately.

#### 5.1.9 **Welfare Officer(s)**

- 5.1.9.1 There shall be up to two elected Welfare Officers in the Society, who will act as the Support team for the Society.
- 5.1.9.2 The Welfare Officer(s) shall be responsible for ensuring the effective provision of welfare services provided by the Society, including (but not limited to) safer sex materials, safer sex and sexual health information, and advice surrounding 'coming out'.
- 5.1.9.3 Where appropriate, the Welfare Officer(s) shall be responsible for signposting relevant LGBTQUIA+ led support services to the Society's Membership
- 5.1.9.4 The Welfare Officer(s) shall be responsible for organising the Parenting Scheme (see 3.17).
- 5.1.9.5 The Welfare Officer(s) shall ensure that all events run by the Society are accessible to as many members as possible.
- 5.1.9.6 The Welfare Officer(s) shall be responsible for maintaining and enforcing the Safe Space Policy,, ensuring it is relevant and effective, and that any changes are made with appropriate community input.

#### 5.1.10 **Community Officers**

- 5.1.10.1 Community officers shall be full, voting members of the Executive.
- 5.1.10.2 Community Officer positions may only be filled by a person who self-defines as part of that community. Only such persons are eligible to vote for those standing for this position.
- 5.1.10.3 Prior to each AGM, the current Executive shall consider, and if needed, vote on, the number of Community Officers necessary to properly represent said community. After which, it will be



communicated to the Membership how many positions for each Community Officer are up for election. Should that number be greater than one, the rules regarding job-share and Exec votes shall apply to all individuals holding the Community Officer role in question.

**5.1.10.4 Community Officers shall hold the following responsibilities:**

- 5.1.10.4.i Community Officers shall be responsible for representing the interests of those members of the Society who belong to their community.
- 5.1.10.4.ii Community Officers shall be responsible for raising awareness of issues affecting those members of the Society who belong to their community, in conjunction with the Campaigns Officer(s).
- 5.1.10.4.iii Community Officers shall be responsible for reporting Welfare issues affecting those members of the Society who belong to their community to the Welfare Officer(s).
- 5.1.10.4.iv Community Officers shall be responsible for maintaining a discussion space exclusively for those members of the Society who belong to their community.
- 5.1.10.4.v Community Officers shall be responsible for organising events aimed solely at those members of the Society who belong to their community, planning to hold at least one such event per term.
- 5.1.10.4.vi Community Officers shall be responsible for ensuring their section of Pride's website is up to date and reflects that respective community as best as possible.
- 5.1.10.4.vii Community Officers shall serve as Exec on Duty as required.

**5.1.10.5 Community Officers shall be individually responsible for their *communities which are follows*:**

- 5.1.10.5.i **Lesbian Officer:** members of the Society who self-define as lesbians.
- 5.1.10.5.ii **Bi+ Officer:** members of the Society who self-define as Bi+ and/or experience sexual and/or romantic attraction to people of more than one gender.
- 5.1.10.5.iii **Gay Officer:** members of the Society who self-define as Gay.
- 5.1.10.5.iv **Trans\* Officer:** members of the Society who self-define as trans, who can be said to transcend typical gender boundaries or who define their gender in terms which are outside the binary of male/female.
- 5.1.10.5.v **Queer and Undefined Officer:** members of the Society, who self-define as queer or who, for whatever reason, do not define their sexual or romantic orientation or gender identity.
- 5.1.10.5.vi **Intersex Officer:** members of the Society who self-define as intersex.
- 5.1.10.5.vii **Aspec Officer:** members of the Society who self-define as asexual or on the asexual spectrum, and/or aromantic or on the aromantic spectrum.
- 5.1.10.5.viii **Polyamorous Officer:** members of the Society who self-define as polyamorous and/or who practise ethical non-monogamy.



- 5.1.10.5.ix **Women's Officer:** members of the Society who self-define as women; this shall explicitly include trans and non-binary women.
- 5.1.10.5.x **People of Colour Officer:** members of the Society who self-define as People of Colour.
- 5.1.10.5.xi **Disabled Students' Officer:** members of the Society who self-define as having a disability. This shall include both physical and mental, and "visible" and "hidden" disabilities.
- 5.1.10.5.xii **International Students' Officer:** members of the Society who self-define as International Students.
- 5.1.10.5.xiii **Religious Students' Officer:** members of the Society who self-define as Religious Students.
- 5.1.10.5.xiv **Postgraduate and Mature Students' Officer:** members of the Society who are Postgraduate or Mature Students.
- 5.1.11 All members of the Exec shall, on the direction of the President or Executive Committee, undertake such duties as may be necessary, ancillary, or incidental to carry out their responsibilities fully.
- 5.2 All members of the Exec shall be responsible for publicising the Society and its events.
- 5.3 All members of the Exec shall uphold the highest standards of behaviour and shall not bring the Society or its members into disrepute via their actions or lack thereof.
- 5.4 Failure to uphold any duties specific to their role, or applicable to the entire Executive, shall constitute grounds for the removal of an Exec member under the relevant processes.
- 5.5 **For non-community officer roles, job shares of a maximum of two people will be permitted.**
  - 5.5.1 In the event of a position on the Exec being shared, the position shall retain only one vote.
  - 5.5.2 In the event of a disagreement between the job sharers, that position's vote shall be counted as an abstention.
- 5.6 **In the case of vacant positions and/or positions becoming vacant:**
  - 5.6.1 Where appropriate the announcement of the resignation or vote of no confidence of any member of the Exec shall be communicated to the Membership in a timely manner using the current communications channels, alongside announcements of any co-options or GM which may be occurring.
  - 5.6.2 In the event that any Community Officer position remains vacant, a 'Point of Contact' shall be elected from within the current Executive Committee to fulfil the duties of that role until the position becomes filled.
    - 5.6.2.1 Where possible, the elected Point of Contact should be a person who would be eligible to hold the position. If there are no suitable Exec members, another Exec member may be appointed in order to fulfil the duties of the role and signpost resources to members.



- 5.6.2.2 The successful election of a Point of Contact shall be announced in a timely manner via the current communications channels.

## 5.7 Other Duties

- 5.7.1 The President shall, when relevant and with the advice and consent of relevant members of the Executive Committee, assign the below responsibilities among appropriate members of the Executive Committee.
- 5.7.1.1 Events Lead (Ideally 2 exec members, as required).
- 5.7.2 The duties of the Events Lead shall be as follows:
- 5.7.2.1 DJ-ing at Euphoria or other club nights run by the Society
- 5.7.2.2 On the direction of the President or Executive Committee, undertake any other duties as may be necessary, ancillary or incident to the proper fulfilment of their role.
- 5.7.3 Where permitted by the SU governing documents and notwithstanding Section 5.6.1 above the Executive Committee may instead co-opt (after opening applications via electronic form for a reasonable period of time) Exec members without portfolio to carry out the above duties.

# 6 General Meetings (GMs)

- 6.1 The following rules shall govern all General Meetings Annual General Meetings (AGMs) and Extraordinary General Meetings (EGMs)).
- 6.1.1 A General Meeting may be called by the President or a quorum of the Exec.
- 6.1.2 Notice of all GMs shall be circulated to all members of Pride at least seven days in advance via email to all members of the Society.
- 6.1.3 The quorum for all GMs shall be governed by the relevant Union By-Law and shall be determined prior to all GMs by the Returning Officer.
- 6.1.4 All voting at GMs shall take place according to the following:**
- 6.1.4.1 Decisions on Motions not affecting the Constitution shall be reached by a simple majority of the voting membership present.
- 6.1.4.2 Voting for Exec positions shall be conducted using the Single Transferable Vote system, in which candidates exceeding the quota shall be elected. In the event of a tie, the outcome will depend on the result of a coin toss.
- 6.1.4.3 A vote on any Motion affecting the Constitution shall require such a majority and quorum as is set out in the SU Governing Documents.
- 6.1.4.4 Any other decisions which require a vote and for which no rules are specified elsewhere in this Constitution shall require a simple majority of the voting membership present in order to succeed.



- 6.1.4.5 Nothing shall be put to a vote until the opportunity for an equal number of speeches for and against has been given.
- 6.1.4.6 An opportunity shall be made available in all GMs for the Society's members to put questions to one or more Exec Members. An Exec Member may decline to answer a question, although reasons for doing so must be given (if appropriate, reasons may be given in confidence to the Chair).
- 6.1.5 In the event that any Exec position is to be elected at a GM, notice of the GM and the fact that elections are to take place must be circulated at least fourteen days in advance (regardless of the type of GM). Nominations for Exec positions shall open at least seven days prior to the GM and close at midday the day before the GM.
- 6.1.6 Motions to GMs of any description shall be governed by the following guidelines:**
  - 6.1.6.1 The deadline for the submission of Motions to a GM shall be midday three days before the GM (e.g. if the GM is to be held on a Thursday, the deadline shall be on the preceding Monday) except as provided for elsewhere in this Constitution.
    - 6.1.6.1.i Where less than 4 days' notice is given for a GM, the deadline for Motions shall be midday the day before the GM.
    - 6.1.6.1.ii Motions shall be supplied to all members of the Society by email within 24 hours of the deadline.
  - 6.1.6.2 In the event that the Returning Officer suspects that a motion contains ultra vires and/or libellous language or implications, the motion shall be withheld from the membership of the Society. If such a motion is subsequently accepted, it shall be supplied to all members of the Society at the next General Meeting.
  - 6.1.6.3 Motions may be proposed and seconded only by Full Members of the Society. The Proposer and Secunder have the right to the first and second speeches respectively in favour of the Motion. Speeches may be waived to another member, waived to the floor, or formally waived (no speech will be taken).
  - 6.1.6.4 The Proposer of a Motion may withdraw their Motion at any time prior to a vote at a GM.
  - 6.1.6.5 Amendments to Motions may be submitted at any point prior to and during discussion of the Motion in question.
    - 6.1.6.5.i Should an Amendment be refused by a Motion's Proposer, it will be debated prior to the Motion and then put to a vote.
    - 6.1.6.5.ii The Amendment shall be applied to the original Motion if it is agreed upon by a simple majority of voting members at the GM. Only the amended Motion may subsequently be debated and voted on at the same GM.
  - 6.1.6.6 Copies of any Motions presented to GMs shall be made available to the membership of the Society through those means deemed most appropriate by the Exec.
- 6.1.7 Ratified Motions shall remain Policy of the Society until they are repealed at a GM.



## 6.2 Annual General Meeting ('AGM')

6.2.1 The AGM shall be held during the second term of the academic year, and shall have as its main business:

### 6.2.1.1 The presentation of the Exec Members' Reports for the past year.

6.2.1.1.i These should include brief details of what each Exec member has undertaken during their term in office.

6.2.1.1.ii The President's Exec Report shall provide details of what the Society has achieved in the past year, and suggest ideas for future progress.

6.2.1.1.iii The Treasurer's Exec Report shall include a summary of the Society's financial position.

### 6.2.1.2 The election of the Exec for the next year.

6.2.1.2.i The term of the elected Exec shall commence in the time period during term 3 as stated by the SU or determined by the outgoing Exec if one is not set out by the SU. If a position was vacant prior to the AGM, the Exec Member elected to that position may choose to start their term immediately.

6.2.1.2.ii Nominations for Exec positions shall open at least seven days prior to the AGM and close at midday the day before the AGM.

6.2.2 All voting shall be conducted as per the rules in Appendix A.

6.2.3 It shall be the final responsibility of the outgoing Vice President to update the Constitution with all motions passed at the AGM.

## 6.3 Extraordinary General Meeting ('EGM')

6.3.1 An EGM can be called by the President, quorum of the Exec or upon request from 10% of the total number of Full Members of the Society (this request must be submitted in writing to the President, accompanied by the signatures of those making the request and details of the reason for requesting the EGM).

6.3.2 In order to facilitate 6.3.1 the President, or other designated member of the Executive, shall make available upon request the current total number of Full Members of the Society. This information must be made available within 24 hours of the receipt of such a request, unless there are circumstances beyond the control of the Society which make this impossible (for example, the Union's website being unavailable).

6.3.3 If an EGM is called following a request by 10% of the total number of full members of the Society, the EGM must be held within seventeen days of the receipt of the proposal, provided that such a date falls within the University of Warwick term dates - if not the EGM must be held within seventeen days of the University returning.



6.3.4 Nominations for Exec positions shall be governed by the same regulations as for the AGM.



## 7 Appendices

### Appendix A: General Meetings and Elections

- A.1 All Society GMs shall be run in accordance with this Appendix. This Appendix shall not affect voting procedures used in Exec Meetings, which shall be carried out in accordance with the Constitution.
- A.2 Notice of all GMs shall be circulated to all members of the Society in accordance with the relevant SU governing documents.
- A.3 Prior to every GM, the Exec shall select a Returning Officer.
  - A.3.1. The Returning Officer shall, in the first instance, be a member of the Exec who is not seeking re-election at the forthcoming GM.
  - A.3.2. In the case that there is no suitable candidate for the position (e.g all positions are being re-elected and/or all the Exec are running at the GM) amongst the Exec, an SU staff member or trusted member of the Society shall be appointed as Returning Officer.
- A.4 The Returning Officer shall be responsible for complying with the relevant SU Governing Documents.
- A.5 The Returning Officer (with the aid of the Vice President if they are not running for election) shall prepare any necessary paperwork (including, but not limited to, agenda and manifesto documents) and make this available at the start of the Meeting to anyone attending.
- A.6 The Returning Officer (with the aid of the Vice President if they are not running for election) shall prepare the voting method in advance and provide details of this at the start of the Meeting to those members of the Society eligible to vote as defined in Section 4 of the Constitution. The Returning Officer shall use an up-to-date member list obtained prior to the start of the meeting and containing only the university number and join date of those permitted to vote by any relevant SU By-Laws.
- A.7 The Returning Officer shall ensure before the start of the GM that all motions are free from ultra vires and/or libellous language or implications. If in doubt, the Returning Officer should seek advice from relevant SU staff:
  - A.7.1. In the event that a motion presents such issues, the motion shall be rejected and withheld. The proposer shall be informed of the reasons for the decision and opportunity may be granted at the discretion of the Returning Officer for the proposer to amend the motion.
- A.8 GMs shall be chaired by the President. In the event that the President is unavailable or not considered by members to be impartial (if necessary a vote may be taken on this in which only Full Members of the Society may vote, to be measured by a simple majority), The returning officer shall chair the Meeting. If none of the Exec are deemed to be impartial, the Meeting shall be chaired by one of the Union's Sabbatical Officers or the Union's Returning Officer.
- A.9 Anyone wishing to stand for a position must have nominated themselves subject to the time restrictions specified in Regulation 9. In the event that no nominations have been received for a position prior to the



deadline, the Chair may accept nominations from those eligible to stand for the position at their discretion.

- A.9.1. Nominations may be received at any time during the Meeting and the Chair shall provide a final opportunity for nominations at the point in the agenda at which speeches for the position are scheduled to occur.

## **A.10 Speeches**

- A.10.1. Speeches will be taken in the following order, as applicable given the positions being elected:

- A.10.1.1. President
- A.10.1.2. Vice President
- A.10.1.3. Treasurer
- A.10.1.4. Tech Officer
- A.10.1.5. Communications Officer
- A.10.1.6.
- A.10.1.7. Welfare Officer(s)
- A.10.1.8. Campaigns Officer(s)
- A.10.1.9. Social Coordinator(s)
- A.10.1.10. Any other position not defined above

- A.10.2. Candidates standing for any Exec position shall be given two minutes in which to make a speech, or, in the case of the President only, three minutes (in every case, a warning will be given when thirty seconds are remaining). All Candidates standing for the same position shall be called to give their speeches in alphabetical order by surname. Once all Candidates standing for the same position have spoken, the Chair will accept questions from any person in attendance. If the question is not directed at a specific Candidate, all Candidates may answer the question.

## **A.11 Motions**

- A.11.1. Once speeches have been given, any Motions accepted to the meeting shall be discussed and voted on subject to the guidelines in the Constitution.
- A.11.2. Motions not submitted before the deadline specified in the Constitution may be accepted at the discretion of the Chair.
- A.11.3. Speeches given for and against the motion shall be no greater than two (2) minutes long. The Chair may, at their discretion, limit the number of speeches which may be made - provided that the number of speeches permitted for and against the motion are equal.



## **Appendix B: Equal Opportunities**

### **B.1 Equal Opportunity Commitments**

- B.1.1. The Society will ensure that it provides equal opportunities and a welcoming environment to all, regardless of sexual orientation, gender identity, gender, race, nationality, faith and disability.
- B.1.2. A strict policy will be enforced in response to any instances of homophobia, biphobia, transphobia, racism, sexism, ableism, harassment and bullying.

### **B.2 Accessibility**

#### **B.2.1. GMs**

- B.2.1.1. GMs must have advertised access breaks, which must not be cut or overrun into.
- B.2.1.2. A number of seats near the exit at GMs must be reserved for members with urgent access needs.
- B.2.1.3. All sessions at GMs must have written trigger warnings where necessary, which are advertised verbally at the start of the section. Those speaking at the GM will also be required to give trigger warnings where necessary.
- B.2.1.4. Those present at GMs will be informed that they must behave in an orderly manner and avoid potentially triggering behaviour.
- B.2.1.5. That the Society must clearly publish for all GMs:
  - B.2.1.5.a. start/end times,
  - B.2.1.5.b. support structures available to disabled students (reserved seating/alternative formats etc.)
- B.2.1.6. That the Society must advertise that those with access needs may contact the Exec to discuss accessibility considerations regarding GMs.

#### **B.2.2. Society Events**

- B.2.2.1. The Exec On Duty at each event are responsible for assisting with accessibility issues during that event.
- B.2.2.2. The Society will provide accessibility information about events where requested.
- B.2.2.3. The Society will advertise that those with access needs may contact the Exec to discuss accessibility considerations regarding any Society event.
- B.2.2.4. The Social Coordinator(s) and Welfare Officer(s) will be jointly responsible for producing a termly report on the accessibility of Pride's events.

#### **B.2.3. Society Resources/Advertising/Literature**

- B.2.3.1. The Society will make resources available in alternative formats where possible.



- B.2.3.2. The Society will advertise that those with access needs may contact the Exec to discuss accessibility considerations regarding any Society resource.

**B.2.4. Website**

- B.2.4.1. The Tech Officer shall ensure, to the best of their ability, that the Pride website remains fully accessible.
- B.2.4.2. Where possible, best practices regarding website accessibility should be followed.

**B.3 Racism Policy**

- B.3.1. Warwick Pride has a Zero Tolerance Policy to Racism. This includes, but is not limited to, racist language or behaviour, racist “jokes”, “banter” and “ironic racism”.
- B.3.2. This policy includes both the Society's online environments and all events which the Society runs.
- B.3.3. All incidents of racism will be dealt with following SU student disciplinary procedures.

**B.4 Political Policy**

- B.4.1. The Society shall not be affiliated with any particular political party or set of parties.
- B.4.2. The Exec should not engage the Society in political activity which may alienate or otherwise negatively impact the members of the Society based on their political affiliations.
- B.4.3. This policy shall not restrict the ability of the Society to campaign on liberation and human rights issues affecting any of the liberation communities.
- B.4.4. The Exec may, within reason, support specific LGBTQUIA+ campaigns led by a political party or set of parties, but shall not engage in any other aspect of the political party or set of parties.
- B.4.5. It is acceptable to campaign against particular policies of a political party which negatively impact liberation communities and human rights issues, but the campaign must not directly attack nor generalise about the party or its supporters.



## Appendix C: Safe Space Policy

- C.1 Attending spaces managed by Warwick Pride, both in person and online, is taken as agreement to abide by the following safe space policy. Such spaces will be managed by the Executive Committee according to the following safe space criteria which protects people on the grounds of (but not limited to) gender identity, sexuality, romantic orientation, age, ethnicity, religion (or otherwise), ability or disability.
- C.2 All attendees must respect the confidentiality of others' identities (sexual or romantic orientation, or gender identity), which includes not disclosing said identities to others without express permission. This includes 'indirectly' outing people through social networks via photos, statuses etc.
- C.3 Any form of bullying or harassment will not be tolerated.
- C.4 Any form of violence, physical and/or sexual, will not be tolerated.
- C.5 Prejudice, hate-speech, discrimination and identity-policing in all its forms is forbidden, including but not limited to when it pertains to the following protected groups:
- |                                         |                                                             |
|-----------------------------------------|-------------------------------------------------------------|
| C.5.1. people from an ethnic minority   | C.5.12. non-UK residents/people who define as international |
| C.5.2. women                            | C.5.13. people with a disability (both 'seen' and 'unseen') |
| C.5.3. gay people                       | C.5.14. people with mental health issues                    |
| C.5.4. lesbian people                   | C.5.15. people of (or not of) faith                         |
| C.5.5. bi+ people                       | C.5.16. people who are working class                        |
| C.5.6. trans people                     | C.5.17. people who are HIV+                                 |
| C.5.7. undefined people                 | C.5.18. people of any age                                   |
| C.5.8. people on the asexual spectrum   | C.5.19. people in consensual non-normative relationships    |
| C.5.9. people on the aromantic spectrum |                                                             |
| C.5.10. queer people                    |                                                             |
| C.5.11. polyamorous people              |                                                             |
- C.6 The forms which such behaviour may take include but are not limited to:
- C.6.1. language or action which is homophobic, biphobic, transphobic, acephobic, arophobic sexist, racist, ableist, classist or bodyshaming,
- C.6.2. oversight which is homophobic, biphobic, transphobic, acephobic, arophobic, sexist, racist, ableist or classist.
- C.6.3. invasive questions,
- C.6.4. undermining someone's identity (e.g. through intentional or repeated mis-gendering/incorrect use of pronouns),
- C.6.5. personal attacks, be they verbal or physical,
- C.6.6. swearing or disrespectful language used towards others.
- C.7 Due consideration should be given to discussing sensitive topics, including giving trigger warnings/content warnings where appropriate. Trivialising sensitive issues, or failing to consider the effect of discussions on those inhabiting the same space comes under the purview of this policy.



- C.8 Attending Warwick Pride spaces is taken as acceptance that discrimination on the grounds of the identities above exists, that it must be challenged and that the Society exists for the purpose of challenging it on both day-to-day and institutional levels.
- C.9 Suspected violations of the safe space policy may be reported in the following ways:
- C.9.1. To a member of the Exec On Duty (or otherwise) in person;
  - C.9.2. To a member of the Exec by message or email;
  - C.9.3. To the Society directly by emailing [warwickprideofficial@gmail.com](mailto:warwickprideofficial@gmail.com) with the subject line 'Safe Space Policy'.
- C.10 Violations of the safe space policy shall be addressed in accordance with the disciplinary procedures established by the Students' Union.



## **Appendix D: Executive Committee Social Media Policy**

- D.1 Members of the Exec may display the name of their Committee position on such websites as shall be deemed appropriate by the Exec.
- D.2 Any personal social media accounts which do not have the name of the Exec members position shall not be considered as falling under the realm of the Pride Constitution.
- D.3 Exec members should refrain from posting comments which violate the Society Constitution on any social media accounts, regardless of whether they have their Committee position named on that account.
- D.4 Exec members should refrain from using Pride social media accounts for personal use.