
THE UNIVERSITY OF ST ANDREWS MUSIC SOCIETY: ZERO TOLERANCE POLICY

September 2020



University of
St Andrews

MUSIC
SOCIETY
Est. 1876

Zero Tolerance Policy

The University of St Andrews Music Society (MusSoc) has an affiliation to the Students' Association and thus is governed under the Zero Tolerance Policy (September 2013) agreed upon by The Students' Representative Council. This policy states that within The Students' Association – and therefore within MusSoc – zero tolerance is given for harassment, bullying and discrimination of any kind and is in place to protect all members, visitors and staff. Any verbal, non-verbal or physical behaviour that is unwanted, unreasonable and offensive to the recipient and/or violates a person's dignity or creates an environment that is intimidating, hostile, degrading, humiliating or offensive, on the basis of any attribute different from the majority, is classed as harassment and will not be tolerated.

Bullying is a sub-category of harassment where a person in a position of power abuses this power to undermine an individual and weaken or destroy their confidence and self-esteem. Instances of bullying can be private or public and can be irrational, unpredictable and unfair.

MusSoc aims to provide an environment of consent, inclusion and enjoyment for all members. This is achieved by providing opportunities for students of all abilities to play and appreciate music together as part of a community - consisting of students, staff and those from the wider St Andrews community – and to socialise with those around them. A policy of Zero Tolerance is of utmost importance to create and uphold this environment within MusSoc and all members are responsible.

For more detail surrounding The Students' Association's Zero Tolerance Policy that MusSoc have adopted, visit yourunion.net/union/policiesandprocedures/zerotolerance/.

As members of The University of St Andrews Music Society, we are all responsible for creating and continuing to encourage a culture of safety, inclusion and consent at all events, socials and rehearsals. To do this, it is essential that we are all active bystanders, discourage discriminatory jokes and are positive and encouraging towards each other. By paying the membership fee, you are agreeing to act in this manner.

Members of The Committee have a further responsibility and duty of care to act upon any allegations made known to them in a sensible and sensitive way, following the procedures of the Students' Association. Members of The Committee must also recognise their position and not abuse this for any personal gain or enjoyment, at the detriment of others.