



Behaviour and Welfare Guidelines

UNSW Medical Society

The following policy is written to communicate expectations of behaviour from all attendees at events run the UNSW Medical Society (UNSWMS). This includes events run on the Kensington campus, at Clinical Schools, and in public areas, by both MedSoc Council and Special Interest Groups.

It also advises MedSoc in the welfare that it should provide for attendees of its events and how to respond to incidents that arise.

This policy is designed to ensure the safety of all attendees. All event ticketing should have an agreement to this policy as a condition of purchase.

Behaviour Expectations

UNSWMS expects that all of its members and event attendees act in a manner that is respectful, polite and prioritises the safety of themselves and other members. We believe that all attendees have the right to personal safety when attending events and in their university environment.

UNSWMS has a zero-tolerance policy towards all illegal behaviours. It reserves the right to alert the police about any criminal matters occurring at events, and to notify the Faculty of Medicine about any serious behavioural incidents at events, but must notify the offender first.

Event attendees are responsible for their own actions and will be held accountable by the UNSWMS Incident Response Group (IRG).

Consequences

The below matrix is to be used by event organisers and MedSoc leadership to determine the consequences of behaviour incidents at its events. It is not binding and MedSoc may wish to impose more stringent or more lenient consequences at the discretion of the executive.

	Ejection from the current event	Ban from the next major social event	Ban from all events for the following 12 months	Life ban from all UNSWMS events
Rude or disrespectful behaviour or harassment to other attendees, volunteers, staff or members of the public	1	2	3	4
Property damage	*	*	*	*
Discriminatory behaviour (racism, sexism, bigotry, religious discrimination)	1	2	3	4
Theft	1*		2	3
Verbal abuse	1		2	3
Physical assault			1	2
Sexual assault				1
Illicit drug distribution				1
Drink spiking				1

*the consequences of these occurrences are dependent on the severity of the incident

All consequences beyond eviction from the current event will be reviewed in a timely manner by the IRG. The offender may choose to have a support person with them at this meeting.

For MedCamp, second-year leaders lead by the previous year's first-year representatives will create a document of expectations for welfare provision and behaviour of executive attendees and camp leaders, which may include:

- Experienced, first-aid trained executive members on duty each night in addition to the camp leaders
- A designated first aid area with sleeping mats, water, and first aid equipment, to be set up both nights, that is well signposted to attendees
- Leaders with first aid training and 'responsible service of alcohol' accreditation who are sober and on duty each night
- Number of attendees from the executive and their role in supporting both the delegates and camp leaders
- Whether the leaders will be permitted to consume alcohol, and if so whether there are designated nights for different
- What level of interaction and relationship is acceptable and appropriate between camp leaders and attendees

MedSoc Requirements

UNSWMS, at all its events, places the safety of its members first. At any event which involves alcohol UNSWMS, while encouraging responsible drinking, recognises that the possibility of harm to students increases significantly. In assuming its role of upholding the safety of its students this policy outlines the role and the incorporation of Welfare Officers at MedSoc Events.

Welfare officers

Welfare Officers are those individuals delegated with the specific responsibility of caring for students at UNSWMS events. Officers should ideally be senior students, year 3 or above, from the MedSoc Executive or Council, having volunteered for the role or accepted the role voluntarily when offered.

There are two types of Welfare Officers:

- Active officers – will wear fluorescent high visibility jackets so that they can be easily seen and approached during an event. They will handle the majority of events.
- Silent officers – will have a “sentinel” role during an event; they will remain in casual civilian clothing and will only become active if need be. Silent officers will hand off any issues that arise to active officers as soon as possible.

Role of the Welfare Officer

- To provide support to any students who seem inebriated beyond control
- To identify students that may pose potential harm or threat to others and to act according to what they deem fit to remove said threat
- To ensure that they are eventually placed into the care of family or friends who can take them home
- Failing the ability of the student to get home safely on their own and the absence of an appropriate support person to assist them, the welfare officer may call a family member or emergency services as appropriate

Specifically in regards to Pub Crawl:

- to guide students from one venue to another safely and efficiently
- to ensure no student is left behind at a venue
- to ensure organised and orderly procession into and out of the venue

Responsibilities of the Welfare Officer

- Officers should remain vigilant throughout the duration of the event, looking out for any students that may need assistance
- Officers must comply with the MedSoc policy on Alcohol at events until they are off duty, that is they must not drink to the point at which they would no longer legally be allowed to drive (BAC>0.05)
 - If they are unsure of what their alcohol tolerance is it is advised that Officers abstain from drinking while on duty.
- Officers will be on duty from the designated commencement time until midnight with the exception of MedBall afterparty.
- Officers must arrive at the (first) venue 15min before the scheduled event commencement
- Officers must remain contactable throughout the night whilst on duty i.e. ensure the presence of a functional mobile phone
- If the officer is unsure of what to do in a situation they should immediately alert a senior welfare officer and/or the event organiser.

Welfare at MedSoc Events

Welfare officers will be required at any MedSoc event where there is alcohol present

- For every 50 attendees there must be at least one welfare officer

- Even if alcohol is not present, any event with a large number of attendees (>100?) will require at least one welfare member present
- Volunteers for welfare officers should be contacted a minimum of a week before the event to obtain consent for the role.
- For events with more than 1 welfare officer, at least one should have medical emergency training

Incident Response Group

The incident response group may be convened for any serious event that occurs at its event, this may or may not involve a behavioural issue. The Incident response group will consist of:

- MedSoc President
- One other executive volunteer (recommended events officer or one of the vice presidents)
- One of the event organisers

The purpose of this group is to review any incidents, respond to behavioural issues that arise and determine consequences, and make recommendations about how to avoid such incidents in the future.

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