

## Complaints Board Reports to OUSU Council 7<sup>th</sup> Week HT 2008

The Complaints Board makes the following reports to OUSU Council:

### Report 1 - Regulations

The Complaints Board has created the following Regulations to better facilitate its workings:

1. All Board members are bound both to the practise and appearance of full confidentiality and to only discuss matters of the Board with other members of the Board.
2. All Board members are bound both to the practise and appearance of full impartiality.
3. Complaints Board shall elect a Secretary following the resignation of the previous Secretary. This Secretary shall be charged with minuting the meetings of the Board and correctly communicating minutes and reports of the Board.
4. Members of the board should declare any conflicts of interest, either real or perceived, upon the Board receiving a complaint; the member should make this known to the Chair and recuse themselves from all meetings regarding that complaint.
5. In the event of the recusal of the Chair due to conflict of interest the Secretary shall act as Chair for that complaint.
6. If the Chair has reason to believe that a member of the Board has a conflict of interest, either real or perceived, which they have not declared; the Chair will have the power to recuse that member from any considerations relating to the complaint with which they have a conflict of interest, with the support of any two other members of the Complaints Board.

Complaints Board elected Jack Matthews, St. Peter's College, as Secretary of the Complaints Board.

### Report 2 - Complaint made by David Howell, President Oxford University Pro-Life Society (OUPLS)

The Complaints Board partially upholds the OUPLS complaint against Regulation 2 of the OUPLS Fresher's Fair Contract; the Board agrees with OUSU that the displaying of images should not be allowed as any student walking past could see and become distressed. However the Board feels that distribution should be allowed if the leaflet is solicited, subject to the approval of the leaflet by the VP Women.

The Complaints Board does not uphold the complaint against Regulation 3. The Board feels that large posters may cause distress.

The Complaints Board partially upholds the complaints against Regulation 5. The Board recognises that the use of these words on display material may cause distress, but believes that such words should be able to be used in solicited literature.

The Complaints Board does not uphold the complaint against Regulation 6. The Board notes that OUSU has a current advertising ban on Life.

The Board notes that Regulation 1 and 4 should still stand.

The Board believe Hannah Roe VP Women acted in her capacity to create a harassment free Fresher's Fair.

The Complaints Board notes:

- (1) That the VP Women adhered to guidelines.

The Complaints Board makes the following recommendations:

- (1) That in the future the VP Finance or Senior Steward should be spoken to when decisions on applying regulations to a stall are made.
- (2) That representatives of OUSU and OUPLS meet to negotiate rules for the next Fresher's Fair.

### Report 3 - Complaint made by Andy Heath, Merton College

The Complaints Board, after examining the complaint and the evidence, finds that in her conduct, Hannah Roe acted improperly. By submitting a testimony containing confidential information to an Oxford Union Electoral Tribunal, Hannah Roe broke her confidentiality requirements that were explicitly stated in both of the relevant meetings; once when she was acting in her role as an OUSU Harassment Officer and again in her role as a member of the OUSU Appointments Board.

The Complaints Board notes:

- (1) That current OUSU regulations regarding confidentiality are appropriate, so long as they are obeyed.

The Complaints Board makes the following recommendations:

- (1) That a motion of censure would be appropriate; however the Board notes that this action has already been taken by OUSU Council.
- (2) That Hannah Roe should apologise in OUSU Council and give assurances to OUSU Council that this type of incident will not happen again.
- (3) OUSU should create in-house procedures to address such incidents in the future.
- (4) That conflict of interest should be declared as soon as it arises.