



The Edinburgh University Savoy Opera Group Constitution
Amended April 2018

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1. Name

1.1. Official Title

- a. The Society shall be known as **the Edinburgh University Savoy Opera Group**, hereinafter referred to as the Society.
- b. The Society may also be known as **EUSOG**, both titles having equal validity to the title outlined in Sect 1.1(a)

2. Objectives

2.1. The aims of the Society shall be to further the interests of the art of music. It shall, in particular, further the interests of the Savoy Operas and uphold the core creative beliefs of Gilbert and Sullivan: collaboration, theatrical ingenuity and respect for musical tradition while embracing bold creativity.

- a. EUSOG is a Gilbert and Sullivan society. In this regard it shall aim to perform and promote the Savoy Operas.
- b. EUSOG is a musical theatre society. It shall aim to:
 - i. Perform musical theatre.
 - ii. Give students at the University of Edinburgh and others the opportunity to engage in all aspects of musical theatre.

- c. EUSOG is also a student society. Therefore it will encourage community activities and hold social events.
- d. A society may not register to obtain any legal status, including a limited company of a charitable status.
- e. The society shall abide by any applicable laws, byelaws and guidelines of the Edinburgh University Students' Association in relation to recognised societies.

3. Membership

3.1. Forms of Membership

- a. Student membership is confined to matriculated students of the University of Edinburgh, and membership will be open to all matriculated students of the University of Edinburgh. Student membership will expire each year on the 30th of June regardless of the date it was paid.
- b. Show members are anyone who is involved in a production but is neither in the cast nor on the production team. Show members are only members of EUSOG for the production and performance weeks of that particular show. Show members cannot stand for office or become Ordinary Members of the committee.
- c. Honorary membership is conferred at a General Meeting of the society for extraordinary commitment or involvement in EUSOG. Honorary members do not have to pay annual membership fees. Honorary members are members of the society for life, but do not have voting rights in accordance with EUSA regulations.

3.2 Membership Responsibilities

- a. Members must pay an annual membership fee.
 - i. Show membership should be the minimum fee required by EUSA.
 - ii. At the start of their term, the committee will set the membership fees for that year.
- b. The Treasurer should be responsible for the collection and record of membership fees and should submit a report on the dates listed above. If a member has not paid membership by that date the committee should issue a warning. No member who has not paid membership may be involved in a show during production week or show week.

3.3. Breach of Member Responsibilities (and Conflict Resolution)

- a. If any dispute of membership should arise, the list registered through the Students' Association database will be used as the official list.
- b. The Committee may impose sanctions for misconduct on members, based on verifiable evidence collected, taking into account the seriousness of the misconduct with reference to the membership responsibilities and standard code of conduct, any previous warnings, and any mitigating circumstances. When appropriate the following sanctions may be applied:

- i. Informal Warning
- ii. First Written Warnings will be issued for a minor offence or complaint;
- iii. Final Written Warnings will be issued for: a further offence or complaint or if the conduct of the member failed to improve following a previous warning, or if the actions are serious enough to warrant a Final Written Warning.
- iv. Removal from membership will occur if there is a further serious event of misconduct, or if the conduct of the member failed to improve following a previous written warning, or if the member committed an act of gross misconduct.
- v. Edinburgh University Students' Association ("the Students' Association") Societies department will be notified upon removal of a member and provided with a copy of the evidence pertaining to the sanctions process and removal. All persons removed from membership may appeal to the Societies' department against such removal.

4. Management

4.1. The General Committee

- a. The business of the Society shall be managed by a Committee of Office Bearers: Executive Officers, Officers, Appointed Advisers and Ordinary Members.
- b. Any full student member of the Society shall be entitled to sit on the Committee.
- c. The Office Bearers must be members of the Society and a matriculated student of Edinburgh University.
- d. All Office Bearers will complete annual online training as outlined by the Activities Team.

4.2. Executive Office Bearers

- a. The Committee must consist of a President, Secretary, and Treasurer (the Executive Officers) as a minimum.
- b. These Office Bearers will be elected at the Annual General Meeting.
- c. No person may be elected to more than one of these posts simultaneously.

4.3. President

- a. The President is the leader of the society, the public face of EUSOG and chairman of the committee and General Meetings of the society, and responsible for the conduct of the society.
- b. The President should liaise with other EUSA societies and the EUSA Societies Team.
- c. It is the President's responsibility to ensure the Society has submitted their annual report, risk assessment and reregistration forms to the Activities Office.
- d. The President's role is to set out and implement the administrative agenda for the society for that year.

- e. The President shall chair the committee as first among equals. If the President is not able to attend a committee meeting the Vice-President shall assume the duty, and in their absence the Secretary and so on along the order of precedence. They do not have a vote in committee, but cast a deciding vote in case of a tie.
- f. Should the President resign a new President or Acting President will be voted in at an EGM.
- g. The President shall be the executive producer of the society's productions. If the President is on the production team then the Vice-President shall assume this responsibility. In this role the President will liaise between the committee and the production team, monitor progress and report to the committee.

4.4 Vice-President

- a. The Vice-President is the President's deputy. Upon request or in the short-term absence of the President, the Vice-President should exercise the President's authority.
- b. Upon the long-term absence, dismissal or resignation of the President, the Vice-President shall call and chair an Extraordinary General Meeting of the society's members and conduct a vote to fill the vacancy. The Vice-President will be the provisional President until a new President is elected.
- c. The Vice-President shall chair any Extraordinary General Meeting called to vote on a motion of no confidence in an Office Bearer, or to appeal the dismissal of an office bearer by the committee
- d. The Vice President is the chief constitutional officer of the society. They shall ensure that the society's objectives are upheld and that the committee and members abide by the constitution. They must maintain an accurate and current copy of the constitution, and advise the committee and members on its use and content. In the event of a serious breach of this document that constitutes a detriment to the objectives or activity of the society, the Vice-President must alert the EUSA Societies Office and call an EGM to address the issue.
- e. The Vice-President is the society's director of Freshers' Week. Should they be unable to fulfil this role, the committee should appoint a Freshers' Week director upon taking office.
- f. The Vice-President should direct 'Friends of Savoy', EUSOG's patronage and alumni association.

4.5. Secretary

- a. The Secretary shall be responsible for the administration of the society.
- b. The Secretary shall also be responsible for any correspondence within or on behalf of the Society and prepare the agendas and the minutes of every committee meeting, AGM and EGM.
- c. The Secretary is the editor of the annual society newsletter and in charge of its distribution.
- d. The Secretary is responsible for maintaining the society archives.

- e. The Secretary should maintain the EUSOG cupboard and monitor its contents. With the Treasurer they are responsible for loans and hires of EUSOG's property, including equipment, costumes, props, music stands, keyboard etc.
- f. The Secretary should keep the content of the society website up to date.
- g. The Secretary must be a student of the University of Edinburgh.
- h. Should the Secretary resign, a new Secretary or Acting Secretary will be voted in at an EGM.

4.6. Treasurer

- a. The Treasurer shall be accountable to the committee and members for the finances of the society.
- b. The Treasurer shall keep and prepare Accounts of the Society and provide a provisional budget, as exhaustive as possible, to be presented at the Annual General Meeting.
- c. The Treasurer shall make a financial feasibility report upon each of the production proposal's budgets, prior to the committee vote on the proposals.
- d. It is the Treasurer's responsibility to ensure the annual financial report is complete and submitted along with the society's annual report.
- e. The Treasurer shall be asked to account for any anomalies in the accounts.
- f. The Treasurer and/or executive producer shall investigate any misuse of funds by a member or production team and report to the committee with a proposal of action, which will need to pass committee with a two thirds majority vote.
- g. The Treasurer shall process receipts in a frequent and timely fashion.
- h. The Treasurer shall issue receipts for funds paid into the society account upon request. They shall also maintain a record of all funds paid in and out of the society account.
- i. The producer shall co-ordinate all inaugural budget proposals with the treasurer.
- j. In the event of the Treasurer being the producer of a production, their budget and any changes to the budget must be approved by a majority committee vote, and their spending must be monitored by the executive producer.
- k. The Treasurer shall receive all requests for money owed by the society within 3 months from the final date of the production. If said request is not related to any production, the Treasurer shall receive all request within 3 months of receipt or invoice date.
- l. The Treasurer should handle EUSOG's tax, insurance and dealings with OSCR (the Office of Scottish Charity Regulator).
- m. The Treasurer must be a student of the University of Edinburgh.
- n. Should the Treasurer resign, a new Treasurer or Acting Treasurer will be voted in at an EGM.

4.7. Non-executive Officers

1. The other Officers of the society are, in no order of precedence, the Publicity Manager, two Fundraising Managers and Social Secretary.
 - a. Publicity Manager

- i. The Publicity Manager is responsible for informing the public about the society, its events and its productions.
- ii. They shall work with the producer of the society's productions to coordinate publicity and report back to the committee on progress.
- iii. Upon first meeting with the production team the Publicity Manager should submit a publicity agenda to the committee, with an initial budget.
- iv. They shall be responsible with for the upkeep of the society's social network pages, including Facebook and Twitter.

12. Fundraising Manager

- i. The Fundraising Managers shall coordinate the society's fundraising projects.
- ii. They shall work with the Producer and submit a fundraising agenda and targets to the committee.
- iii. They shall work with the Social Secretary to hold fundraising events.
- iv. They should find sources of sponsorship and submit potential sponsors to the committee for approval.
- v. They should manage the society's relations with other charities, including advertisements in our programmes, collections at our events and charitable donations.
- vi. Together with the Social Secretary the Fundraising Managers should find or maintain a society pub and negotiate drink and meal deals.

13. Social Secretary

- i. The Social Secretary is responsible for organising the social events for the society, promoting membership, new member integration and member morale.
- ii. If the Social Secretary is not in a given production, they have the power to appoint a Deputy in the cast and a subcommittee to assist with the organisation of social events.
- iii. They shall submit a social agenda at the first committee meeting for that year including a proposed budget.
- iv. They shall be responsible for organising the yearly society ball and may convene a subcommittee to aid in this duty.
- v. The Social Secretary should coordinate the annual EUSOG Sing Through.
- vi. They should help the Fundraising Manager hold fundraising events and find a society pub.
- vii. The Social Secretary should be responsible for coordinating the termly 'judges houses' event with the productions team for each show. If the Social Secretary is not present then they are to appoint a representative to carry this out.
- viii. The Social Secretary will be the only member of the society in possession of the recipe for 'Eusog Punch' and will be in charge of collecting money for and making said punch at every after show party of the year. If the

Social Secretary is not present then they are to appoint a representative to carry this out

4.8. Ordinary Members

1. Members who are not Executive Officers or Officers of the society may stand for Ordinary Member.
 - a. Two Ordinary Members are elected annually at an Extraordinary General Meeting called for that purpose in the first semester.
 - b. Ordinary Members can vote in committee.
 - c. The Ordinary Members shall primarily be responsible for assisting the committee. However, they will also have a duty to maintain the society's props and costumes and to assist in the organising of the society's productions. This means that the Ordinary Members will be required to help the production team source new props, equipment and make-up if the production team deems this necessary. The responsibilities of the ordinary members will be fairly divided between the two persons according to their individual preference.

4.9. Honorary Officers

At any General Meeting, EUSOG can appoint an Honorary President. They are the nominal head of the society. The society may also elect up to three Honorary Vice-Presidents, who may also not vote in elections or committee. Honorary Officers hold their positions until the following Annual General Meeting and are not entitled to vote at any meetings of the society.

4.10. Appointed Advisers

The committee has the authority to appoint advisers relating to areas which require specific skills or knowledge, the Technical Adviser and Webmaster. The committee may also appoint any other advisers they deem necessary.

- a. Technical Adviser
 - i. The Technical Adviser is appointed by the committee when needed.
 - ii. They are responsible for advising the committee on lights, sounds, stage design and other technical matters and should be the standing assistant to the Tech Manager and Stage Manager.
 - iii. The Technical Adviser does not have a vote in committee.
- b. Webmaster
 - i. The Webmaster is responsible for the design and upkeep of the society's website and should work with the Secretary to publish content.
 - ii. The Webmaster is responsible for upkeep of EUSOG's mailing lists.
 - iii. They are appointed by the committee when needed.
 - iv. The Webmaster does not have a vote in committee.

4.11. Election and Protocols

- a. The Executive Officers and Officers of the society are elected at the Annual General Meeting, which is detailed in Article VII. Any member may stand for office, although only Student Members may stand for the President, Treasurer and Secretary.

- b. Candidates must declare their candidacy to the committee before the beginning of the meeting, either in advance or directly beforehand. Candidates may stand in absentia and may supply a prepared statement or video, but are not entitled to attend the meeting by video-call. Candidates may remove their candidacy once the meeting has begun.
- c. No member may be President for more than two consecutive years.
- d. Members may stand for election in absentia, but they must inform the Secretary before the General Meeting.
- e. If an officer of the society resigns or is dismissed the vacancy should be filled at an Extraordinary General Meeting.
- f. Executive Officers, Officers and Ordinary Members are elected by secret ballot. Members may also vote to re-open nominations if no candidates are suitable. Election of the committee, where three or more persons are standing for a position, will be conducted in a single transferable vote system. After first choices are tallied, the second choices from the last placed individual shall be added to the other tallies. This process shall continue until there is a clear winner. In the event of a tie, the sitting President has the deciding vote. If they are standing for the contested position, the Vice-President has the deciding vote.
- g. The Executive Officers and Officers assume their office immediately after the previous committee renews the society's registration with EUSA.

4.12. Votes of No Confidence

The society may suspend or dismiss any Executive Officer, Officer or Ordinary Member, or the whole committee, with a vote of no confidence.

- i. A vote of no confidence must take place at an Extraordinary General Meeting called for that purpose. Any no confidence motion requires twelve members or ten percent of society membership—whichever is fewer—and should be submitted to the committee, which will instruct the Secretary to call the EGM following the procedures detailed in Article VII.2. If the request for suspension or dismissal is for the Secretary, then the Vice President shall call and chair the meeting.
- ii. At the EGM both the accusing and accused parties should be allowed to present their case.
- iii. Suspension from duties for a time determined or dismissal from position requires two thirds of votes cast.
- iv. If an Executive Officer or Officer is dismissed from their position another EGM must be called to fill the vacancy.
 - 1. If the President is dismissed the Vice President should call and chair the EGM.
 - 2. If both President and Vice President are dismissed, the Secretary should call the EGM and assume the duties of the President until the vacancy is filled.
 - 3. If the President, Vice President and Secretary are dismissed, the Treasurer should call the EGM and assume the duties of the President until the vacancy is filled.
 - 4. When all the Executive Officers are dismissed or if the entire committee loses a vote of no confidence, there must be an interregnum. All EUSOG business should

be suspended. The Edinburgh University Students' Association should be asked to assume the duties of the President and Treasurer, audit the society accounts and call an EGM to elect new Executive Officers.

4.13. Conduct

- a. All Office Bearers shall act in good faith towards the Society in all actions they undertake on its behalf.

4.14. Recall

- a. The members shall have the right at an Extraordinary General Meeting to seek the recall of any or all of the Office Bearers by a special resolution (i.e.: a 75% vote in favour of the resolution).
- b. For such a vote to be binding on the Society the Meeting must be quorate.
- c. The quorum shall be 50 % of the membership of the Society.
- d. Grounds for recall may be founded on the failure of any office holder or member of the General Committee to comply with the terms of the constitution, or for any other reason deemed legitimate by the General Meeting.

4.15. Annual General Meeting

- a. All members of the Society are entitled to attend Annual General Meetings (hereinafter referred to as the AGM).
- b. It is the responsibility of the Secretary to ensure that members receive at least 14 days written/email notification of the AGM and of elections not held at the AGM.
- c. Motions to be discussed should be presented to the Secretary in advance of the AGM.
- d. Only fully-matriculated students are entitled to vote at the AGM.
- e. All Office Bearer roles shall be subject to election annually at the AGM.
- f. All members who are matriculated students of the University of Edinburgh shall be entitled to stand and to vote in elections.
- g. Motions carried by the necessary majority (i.e. a 50% vote in favour of the motion) at quorate AGMs are binding on the Society.
- h. The quorum shall be 50% of the membership of the Society.
- i. It is the responsibility of the outgoing Treasurer to present the final reports for the previous year and a complete account of the current state of finances. They must present an accurate breakdown of the definite commitment for which the Society has been engaged in the current year, henceforth to be known as the Budget. Emphasis must be placed on comparing this Budget with current income.

- j. The Secretary shall report on the administrative affairs of the society.
- k. The EUSOG Anthem, 'Hail Poetry' from Gilbert & Sullivan's *The Pirates of Penzance*; or, *The Slave of Duty*, should be sung at the end of each General Meeting.

4.16. Emergency General Meeting

- a. The President may call an Extraordinary General Meeting for matters arising in the course of the year which require consideration by members.
- b. Following the receipt of such a request by the Secretary the General Committee shall have twenty-eight (28) days to implement the request, and must take reasonable measures to notify the members of the time and place of the Extraordinary General Meeting.
- c. The EGM shall follow the procedure of the AGM outlined in 4.10 above.
- d. All members must receive at least 14 days written/email notification of the EGM.
- e. In the event of an Executive position becoming vacant, President will call an EGM to elect a replacement.
- f. Any newly elected Office Bearers will be communicated to the Societies Team after the election has taken place.
- g. The EUSOG Anthem, 'Hail Poetry' from Gilbert & Sullivan's *The Pirates of Penzance*; or, *The Slave of Duty*, should be sung at the end of each General Meeting.

5. Committee

5.1 The Executive Officers, Officers, Appointed Advisers and any Ordinary Members form the committee, which is the executive body of EUSOG and manages the affairs of the society.

- a. The committee should make decisions of EUSOG's policies at regular committee meetings. Decisions should be made by a vote of a show of hands, or a secret ballot if requested. All Executive Officers, Officers and Ordinary Member, excluding the President, have one vote in committee decisions. All decisions must be passed with a two-thirds majority of the voting committee present.
- b. The President is the chairman of the committee. In the event of a tie they have a deciding vote. If they are absent, the Vice-President shall chair the meeting.
- c. The committee can form subcommittees of Executive Officers, Officers and Ordinary Members to carry out specific purposes. The committee may also dissolve all subcommittees.
- d. The committee can hold a vote of no-confidence in any Executive Officer or Officer.
 - i. This requires a two-thirds majority of the committee to pass.
 - ii. The dismissed committee member may appeal to an Extraordinary General Meeting of the society chaired by the President. If the President

is the appealing member, the Vice-President will chair the meeting. The highest ranking committee member not in the chair and not appealing will present the committee's case, and the appealing member may also present their own case. The vote of no-confidence will then be taken by secret ballot. Members may only vote yes or no.

- e. If a committee member loses a vote of no confidence, they are dismissed and another Extraordinary General Meeting must be called to fill the vacancy.
- f. The EUSOG calendar runs from Annual General Meeting to Annual General Meeting.
 - i. The new committee assumes its position after the society is submitted for re-registration.
 - ii. From the Annual General Meeting until the beginning of the next University of Edinburgh academic year, the previous committee and the new committee should operate together. The EUSOG Ball should be under the authority of the previous committee, although it is within the term of the new committee. During this period the outgoing committee is answerable to the incoming committee.
 - iii. The outgoing Executive Officers and Officers should prepare a handover document for their successor and work with them during the handover period.
 - iv. The new Executive Officers and Officers should be assigned to the EUSA Society Profile as soon as possible after their election.
 - v. The committee must submit the society for re-registration before the registration deadline. Annual and Financial Reports must be completed and submitted as part of the re-registration process following the AGM in the second semester

6. Shows

6.1 EUSOG should perform stage shows.

6.2 Show Protocols

- a. EUSOG should aim to two shows per academic year of the University of Edinburgh.
- b. At least one show must be one of the Savoy Operas of Gilbert & Sullivan.
- c. If it is financially, artistically and logistically feasible, EUSOG can aim to produce a show at the Edinburgh Festival Fringe.
- d. All shows must be open to the public.

6.3 Production Team

The committee should appoint a Director, a Producer and a Musical Director to produce and direct each show. Those three form the Senior Production Team. Their duties include but are not limited to the following:

- a. Director
 - i. The director is the representative for all creative decisions regarding the production.

- ii. The director should lead rehearsals with the Musical Director.
 - iii. The director should work with the Technical and Stage teams to design and create the lighting, sound and stage elements of the production.
 - iv. The director may appoint Assistant Directors and Choreographers.
- b. Producer
 - i. The producer is the administrative leader of the production team and the first point of contact regarding the production.
 - ii. They should coordinate between the committee and the other members of the production team.
 - iii. They should work with the Treasurer to produce a budget for proposal to the committee and collect membership fees from the cast and crew.
 - iv. They should manage room and venue bookings and communications with the Secretary.
 - v. They should work with the Publicity Manager to design and distribute the show's publicity.
 - vi. They should work with the Fundraising Manager to set a fundraising target and hold fundraising events.
 - vii. They should coordinate ticket prices, sales and Front of House.
 - viii. The producer should communicate with the cast and ensure regular attendance at rehearsals.
 - ix. The producer is responsible for ordering and distributing any cast and crew merchandise which shall not be paid for by the society.
 - x. The Producer may appoint Assistant Producers.
- c. Musical Director
 - i. The MD is responsible for all musical decisions regarding the production.
 - ii. Along with the director, the MD should lead rehearsals, particularly the musical elements.
 - iii. The MD may appoint a rehearsal pianist and vocal coach.
 - iv. They must also assemble an orchestra/band and rehearse them before the production. The MD may appoint a conductor if they do not want to conduct themselves.

6.4 Extended Production Team

- a. The Senior Production Team should assemble a team to produce the show. They extended production team may include but is not limited to Set Manager, Technical, Manager Stage Manager, Production Manager, Costume Designer, Tech and Stage Designers and any assistants. The Director and Producer should together appoint and coordinate with the extended production team. The committee should help in the appointment of the extended production team.

6.5 Committee Oversight

- a. The committee reserves the right to advise and dismiss members of the production team, and must approve the show budget and oversee all aspects of the production.

6.6 Production Selection

- a. The committee should select the show to be produced.
 - i. In the case of the Gilbert & Sullivan show, outgoing and incoming committees working together after the Annual General Meeting should select the show, and the incoming committee will then appoint a production team to produce it later in the year.
 - ii. The committee should form a selection panel of all or some of its members, which should remain fixed for the selection process. If this panel cannot reach six in number, the committee will invite other members of the society or ex-members to join them and to advise in the selection process. Those invited to advise the committee may not vote on the final decision, their role is to be limited to advising the committee members only. Members of the selection panel may not be on a proposing team. Once the first proposal has been received by the selection panel, members may not leave the panel to join proposing teams
 - iii. Applicants may propose as individuals or as part of a team, with or without a show. The selection panel should hear proposals from all individual applicants, production teams and from each team member. They should then decide who to appoint Director, Producer and Musical Director, and in the case of shows other than Gilbert & Sullivan, the show as well. The selection panel may compile a production team from individuals and separate members of different teams. The selection panel should consult the full committee before making a decision, but the decision does rest with them.
 - iv. If any member of the committee is involved with a proposal they may not be on the selection panel.
 - v. The chosen applicants must sign a production contract detailing the committee's conditions before being made the production team.
 - vi. No member of the production team may also audition or perform without committee approval.
 - vii. Once a production team has been approved, they assume the responsibilities of Director, Producer and Musical Director. They should then hold auditions and cast the show.
 - viii. After a show run the production team should have a final meeting with the committee to report on the show's success and suggest improvements for future shows.

7. Finance

7.1 General finance

- a. The financial year is from the 1st April to the 31st May.
- b. At each Annual General Meeting the Treasurer should submit and give a statement of the accounts of the preceding financial year.
- c. The Society shall be non-profit making. The Office Bearers and members may only receive payment, direct or indirect, as reimbursement for legitimate expenses.

- d. Any profits made by EUSOG through ticket sales, fundraising or donations must only be used to fulfill the objectives of the society.
- e. At least three members of the committee will be registered as signatories of EUSOG's external bank account each year, of whom two must be the standing President and Treasurer.
 - I. Their registration as signatories is to be effected immediately after their election at the AGM.
 - II. The previous year's signatories shall remain on the account until the beginning of the following academic year (i.e. after the Fringe show has been completed) when they shall be removed
- f. All payments made require a receipt or other equivalent itemised record (e.g. cheque stub) detailing the amount paid, goods or services paid for, and recipient of the payment. This record must be signed by at least two signatories of the account.
 - I. The signed and countersigned record should be scanned and filed.

7.2. Re-registration, Annual Reports and Financial Reports

- a. Re-registration of the society must be submitted in accordance with the deadlines set by the Activities Team.
- b. Annual and Financial Reports must be completed and submitted as part of the re-registration process following the AGM in the second semester.

7.3. Society Status

- a. A Society may not register to obtain any legal status, including a limited company or a charitable status.

7.4. Equal Opportunities Policy

- a. The Society shall uphold and maintain its policy on the equality of opportunity as defined in the Equal Opportunities Policy.
- b. The Society will take all necessary steps to ensure that their meetings, events and socials are accessible to all.
- c. The Society will ensure that it complies with any relevant data protection legislation.
- d. The Society believes that discrimination or harassment, direct or indirect, based on a person's gender, age (except where it relates to licensing laws), race, skin colour, nationality, religious belief, socio-economic background, disability, HIV status, sexual orientation, gender reassignment, family situation, domestic responsibilities or any other irrelevant distinction, is detrimental to the society, the university and wider society, and will not be tolerated.

- e. The Society shall abide by any applicable laws, bye-laws and guidelines of the Edinburgh University Students' Association in relation to recognised Societies.

8. Dissolution

8.1 In the event of dissolution any balance of cash after payment of debts and meeting all the society's obligation shall be paid to causes sympathetic to the aims of the society.

9. Discrimination and Harassment

9.1 The society believes that discrimination or harassment, direct or indirect, based on a person's gender, age (except where it relates to licensing laws), race, skin colour, nationality, religious belief, socio-economic background, disability, HIV status, sexual orientation, gender reassignment, family situation, domestic responsibilities or any other irrelevant distinction, is detrimental to the society, the university and wider society, and will not be tolerated.

- a. Any member may petition to the committee regarding discrimination or harassment from another member or members. The committee should deal with any complaint made by a member against any other member of the society with an official hearing. Both the defendant and the petitioner may represent themselves or ask another member to speak on their behalf. The committee should make a decision after hearing both parties and should consider disciplinary action, up to and including suspension from the society.

9.2 EUSOG will take all necessary steps to ensure that all General Meetings, events and socials are accessible to all.

9.3 The Society will ensure that it complies with any relevant data protection legislation.

10. Alteration of the Constitution

10.1 When required, EUSOG may amend this constitution.

- a. This constitution shall be amended only at an Extraordinary General Meeting called for that purpose or at an Annual General Meeting of the society.

10.2 The committee or any member of the society may propose a constitutional amendment. An amendment from a member requires twelve signatories or ten percent of members, whichever is fewer, to be discussed.

10.3. An amendment shall be passed only by a majority of two thirds of the members present and voting at such a meeting.

10.4. Constitutional amendments take effect immediately upon ratification. The Vice-President

is responsible for maintaining the Constitution, circulating any amendments among the society's members, submitting to the Edinburgh University Students Association, and uploading them onto EUSOG's website. They should also maintain a record of each amendment made.

10.5. The Students' Association considers the ruling society constitution to be that which is displayed on the Society Profile.

11. History

11.1 This constitution was ratified on the 2nd of April 2018.