The Edinburgh University Savoy Opera Group Constitution

1. Name
2. Objectives
3. Membership
4. Management
5. Shows
6. Finance
7. Policy
8. Dissolution
9. Alterations to the Constitution
10. History

1. **Name**
   1. Official Title
      1. The Society shall be known as **the Edinburgh University Savoy Opera Group**, hereinafter referred to as the Society.
      2. The Society may also be known as **EUSOG**.
2. **Objectives**
   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.
      1. EUSOG is a Gilbert and Sullivan society. In this regard it shall aim to perform and promote the Savoy Operas.
      2. EUSOG is a musical theatre society. It shall aim to:
         1. Perform musical theatre.
         2. Give students at the University of Edinburgh and others the opportunity to engage in all aspects of musical theatre.
      3. EUSOG is also a student society. Therefore, it will encourage community activities and hold social events.
3. **Membership**
   1. Forms of Membership
      1. Full Membership of the Society is open to all matriculated students of Edinburgh University, and will expire each year on the 30th of June.
      2. Membership shall be at least 75% matriculated students of Edinburgh University.
      3. Full membership lists should be filed with the Activities Office at least once per semester to ensure membership databases are up to date.
      4. If any dispute of membership should arise, the list registered through the Students’ Association database will be used as the official list.
      5. 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.
      6. Honorary membership is conferred at a General Meeting of the society for extraordinary commitment or involvement in EUSOG. Honorary members are members of the society for life and do not have to pay membership fees, but do not have voting rights in accordance with EUSA regulations.
         1. The committee will set the membership fees the upcoming year at the start of their term.
      7. The Treasurer should be responsible for the collection and record of membership fees and should register all members with the Students’ Association.
      8. No member who has not paid membership may be involved in a show during production week or show week.
   2. Membership Responsibilities
      1. Members must not act in a manner which brings the Society into disrepute and must act in good faith to the Society.
      2. Members must act in accordance with the Society’s Equal Opportunities policy and the Students’ Association’s Safe Space policy.
      3. Members must not cause damage to Society property or venues for Society events.
   3. Breach of Member Responsibilities (and Conflict Resolution)
      1. If any dispute of membership should arise, the list registered through the Students’ Association database will be used as the official list.
      2. The Committee may impose sanctions for misconduct on members, based on verifiable evidence collected, considering 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:
         1. Informal Warning
         2. First Written Warnings will be issued for a minor offence or complaint.
         3. 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 initial actions are serious enough to warrant a Final Written Warning.
         4. 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.
         5. 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. **Committee**
   1. The General Committee
      1. The business of the Society shall be managed by a Committee of Office Bearers. The Committee consists of Executive Officers, Officers, and Ordinary Members.
      2. Any full student member of the Society shall be entitled to sit on the Committee.
      3. The Office Bearers must be members of the Society and a matriculated student of Edinburgh University.
      4. All Office Bearers will complete annual online training as outlined by the Activities Team.
      5. The committee have regular meetings. Decisions should be made by a vote of a show of hands, or a secret ballot if requested. All Office Bearers, unless otherwise indicated, have one vote in committee decisions. All decisions must be passed with a two-thirds majority of the voting committee present.
      6. The committee can form subcommittees of Office Bearers to carry out specific purposes. The committee may also dissolve a subcommittee.
      7. If an Office Bearer would like to take a break from committee, the committee may elect an ordinary member to take on their position in the interim. If no ordinary members are available, the committee need to distribute their duties among themselves or appoint a member or group of members to take on these duties. If the break lasts for more than a month during termtime, the committee will call an EGM to elect a replacement. If the original Office Bearer returns from their break after the 1-month period, they can re-run in this election.
   2. Executive Office Bearers
      1. The Committee must consist of a President, Secretary, and Treasurer (the Executive Officers) as a minimum.
      2. These Office Bearers will be elected at the Annual General Meeting.
      3. No person may be elected to more than one of these posts simultaneously.
   3. President
      1. The President is the leader of the society, the public face of EUSOG and chair of the committee and General Meetings of the society, and responsible for the conduct of the society.
      2. The President should liaise with other EUSA societies and the EUSA Societies Team.
      3. The President shall out and implement the administrative agenda for the society for that year.
      4. The President will also be the executive producer of the society’s productions. If the President is on the production team in a different capacity, then the Vice-President shall assume this responsibility as the executive producer. If both the President and Vice-President are on the production team, the committee will elect a committee member who is not on the production team to be the executive producer. In this role, the Executive Producer will liaise between the committee and the production team, monitor progress and report to the committee.
      5. The President will chair the General Committee and Emergency General Meetings. They will also chair the show-mittee and administrate meetings between the production team and show-mittee, and committee meetings. If the president is unable to attend one of these meetings, the Vice-President shall assume this duty, and in their absence the Secretary. If neither of these are available, the President can appoint a replacement chair. If this also has not happened, the attendees of the meeting can elect a chair amongst themselves.
      6. The President does not have a vote in committee meetings but can cast a deciding vote in case of a tie.
      7. The President is responsible to the Annual General Meeting and the General Committee and is ultimately responsible for the conduct of the society.
      8. No member may be President for more than two consecutive years.
      9. It is the President’s responsibility to ensure the Society has submitted their annual report, risk assessment and reregistration forms to the Activities Office.
      10. Should the President resign a new President or Acting President will be voted in at an EGM.
   4. Vice-President
      1. 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.
      2. 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 interim President until a new President is elected.
      3. 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.
      4. The Vice-President is the society's director of Freshers' Week. If they are unable to fulfil this role, the committee should appoint a director of Freshers' Week as soon as possible.
      5. The Vice-President is the editor of the annual society newsletter and in charge of its distribution.
      6. The Vice-President is responsible for keeping EUSOG’s patronage and alumni association up to date with the goings on in the society.
      7. The Vice-President is responsible for maintaining the society archives.
   5. Secretary
      1. The Secretary shall be responsible for the administration of the society.
      2. 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.
      3. The Secretary should maintain the EUSOG cupboard and monitor its contents. Together with the Treasurer, they are responsible for loans and hires of EUSOG’s property, including equipment, costumes, props, music stands, keyboard etc.
      4. The Secretary should keep the content of the society website up to date.
      5. Should the Secretary resign, a new Secretary or Acting Secretary will be voted in at an EGM.
   6. Treasurer
      1. The Treasurer shall be accountable to the committee and members for the finances of the society.
      2. 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.
      3. It is the Treasurer’s responsibility to ensure the annual financial report is complete and submitted along with the society’s annual report. The Treasurer must account for any anomalies in the accounts.
      4. The Treasurer must make themselves available to proposal teams to facilitate the creation of a proposal budget.
      5. The Treasurer shall make a financial feasibility report upon each of the production proposal’s budgets, prior to the committee vote on the proposals.
      6. 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.
      7. The producer shall coordinate all inaugural budget proposals with the treasurer.
      8. 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.
      9. Should the Treasurer resign, a new Treasurer or Acting Treasurer will be voted in at an EGM.
   7. Non-executive Officers
      1. The other Officers of the society are the Publicity Manager, two Fundraising Managers, the Social Secretary, and the Welfare Coordinator.
      2. Publicity Manager
         1. The Publicity Manager is responsible for informing the public about the society, its events, and its productions.
         2. The Publicity Manager shall work with the producer of the society’s productions to coordinate publicity and report back to the committee on progress.
         3. Upon first meeting with the production team the Publicity Manager should submit a publicity agenda to the committee, with an initial budget.
         4. The Publicity Manager is responsible for the upkeep of the society’s social network pages.
         5. The Publicity Manager is responsible for the organisation and purchasing of committee merchandise.
      3. Fundraising Manager
         1. The Fundraising Managers shall coordinate the society’s fundraising projects.
         2. The Fundraising Managers shall work with the Producer(s) and submit a fundraising agenda and targets to the committee.
         3. The Fundraising Managers shall work with the Social Secretary to hold fundraising events.
         4. The Fundraising Managers should find sources of sponsorship and submit potential sponsors to the committee for approval.
         5. The Fundraising Managers should manage the society’s relations with other charities, including advertisements in our programmes, collections at our events and charitable donations.
         6. Together with the Social Secretary the Fundraising Managers should find or maintain a society pub and negotiate drink and meal deals.
      4. Social Secretary
         1. The Social Secretary is responsible for organising the social events for the society, promoting membership, new member integration and member morale.
         2. The Social Secretary shall appoint up to three social reps for each of the shows and the Voices and Players groups to assist with organising the socials.
         3. The Social Secretary shall submit a social agenda at the first committee meeting for that year including a proposed budget.
         4. The Social Secretary shall be responsible for organising the yearly society ball and may convene a subcommittee to aid in this duty.
         5. The Social Secretary should coordinate the annual EUSOG Sing Through.
         6. The Social Secretary should help the Fundraising Manager hold fundraising events and find a society pub.
         7. The Social Secretary should be responsible for coordinating the termly ‘judges houses’ event with the production team for each show. If the Social Secretary is not present, then they are to appoint a representative to carry this out.
         8. The Social Secretary will be the only member of the society in possession of the recipe for ‘EUSOG Punch’ and will oversee 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.
      5. Welfare Coordinator
         1. The Welfare Coordinator should be responsible for coordinating the election of welfare contacts within the committee, production teams and casts, of each production and within the EUSOG Voices and Players groups.
         2. The Welfare Coordinator will be responsible for organising weekly welfare meetings with all welfare contacts and ensuring they are carrying out their duties effectively.
         3. The Welfare Coordinator will be responsible for facilitating weekly ‘office hours’ for the welfare contacts.
         4. The Welfare Coordinator will conduct welfare contact training for the elected welfare contacts and ensure that they are equipped to deal with problems that may arise.
         5. The Welfare Coordinator will ensure that all members are aware of the process of a welfare complaint and who their relevant welfare contacts are.
      6. Ordinary Members
         1. Members who are not Executive Officers or Officers of the society may stand for Ordinary Member.
         2. Two Ordinary Members are elected annually at an Extraordinary General Meeting called for that purpose in the first semester.
         3. Ordinary Members can vote in committee.
         4. 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.
   8. Appointed Advisers
      1. The committee has the authority to appoint advisers relating to areas which require specific skills or knowledge, the Technical Adviser and Webmaster.
      2. The committee can appoint any member to these roles when needed.
      3. The committee may also appoint any other advisers they deem necessary.
      4. Appointed Advisers do not have a vote in committee.
      5. Technical Adviser
         1. The Technical Adviser is 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.
      6. Webmaster
         1. The Webmaster is responsible for the design and upkeep of the society’s website and should work with the Secretary to publish content.
         2. The Webmaster is responsible for upkeep of EUSOG’s mailing lists.
         3. They are appointed by the committee when needed.
         4. The Webmaster does not have a vote in committee.
   9. Conduct
      1. All Office Bearers shall act in good faith towards the Society in all actions they undertake on its behalf.
      2. The committee shall also be responsible for creating a code of conduct for that year and ensuring that all members sign and adhere to this code.
   10. Annual General Meeting
       1. All members of the Society are entitled to attend Annual General Meetings (hereinafter referred to as the AGM).
       2. 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.
       3. Motions to be discussed should be presented to the Secretary in advance of the AGM.
       4. Only fully matriculated students are entitled to vote at the AGM.
       5. All Office Bearer roles shall be subject to election annually at the AGM.
       6. All members who are matriculated students of the University of Edinburgh shall be entitled to stand and to vote in elections.
       7. Motions carried by the necessary majority (i.e., a 50% vote in favour of the motion) at quorate AGMs are binding on the Society.
       8. The quorum shall be 25% of the membership of the Society.
       9. The Secretary shall report on the administrative affairs of the society and the Treasurer on financial affairs of the society.
       10. 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.
   11. Emergency General Meeting
       1. The President may call an Extraordinary General Meeting for matters arising in the course of the year which require consideration by members.
       2. 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.
       3. The EGM shall follow the procedure of the AGM outlined in 4.10 above, including the singing of 'Hail Poetry’.
       4. All members must receive at least 14 days written/email notification of the EGM.
       5. In the event of an Executive position becoming vacant, President will call an EGM to elect a replacement.
       6. Any newly elected Office Bearers will be communicated to the Societies Team after the election has taken place.
   12. Election and Protocols
       1. The Executive Officers and Officers of the society are elected at the Annual General Meeting. Any member may stand for office, although only Student Members may stand for the President, Treasurer and Secretary.
       2. 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 or attend by video call. Candidates may still remove their candidacy once the meeting has begun.
       3. Members may stand for an election in absentia, but they must inform the Secretary before the General Meeting.
       4. If an officer of the society resigns or is dismissed the vacancy should be filled at an Extraordinary General Meeting.
       5. 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.
       6. In the event of a tie in a vote, the vote will be re-run. If there is still a tie after this, an EGM will be organised no later than three weeks after the GM to run this election again. In the case of an election vote, the role will be held by the incumbent office bearer, with support of the rest of the committee, until the new election has taken place.
   13. Votes of No Confidence
       1. The society may suspend or dismiss any Office Bearer, or the whole committee, with a Vote of No Confidence (VoNC).
       2. There are two ways to organise a vote of no-confidence: A society vote of no-confidence always require a two-thirds majority. Ballots must have a yes, no and abstain option.
          1. A group of 12 members, or 10 percent of the membership, whichever is fewer can submit a motion of no confidence to the committee. Following the receipt of such a motion, the committee must organise an Emergency General Meeting within one month where the vote of no confidence will take place.
       3. The committee can hold a vote of no-confidence in any Executive Officer or Officer.
          1. The committee vote of no-confidence requires a two-thirds majority of the full committee, not just those present, to pass.
          2. If the dismissed committee member wishes to appeal this decision, the committee must organise Emergency General Meeting within one month. The dismissed committee member is not considered part of the committee for this period.
       4. At the EGM both the accusing and accused parties should be allowed to present their case.
       5. The EGM will be chaired by chaired by the following committee members in order of preference: President, Vice-President, Secretary and Treasurer. Any of these involved in the vote of no-confidence, either on the accusing or accused side, are not eligible to chair. If all of these are involved in the vote of no-confidence, the Students’ Association’s Societies team will be asked to appoint or provide a chair.
       6. Once an Executive Officer or Officer is dismissed from their position, another EGM must be called to fill the vacancy.
       7. If 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.
   14. Calendar and Handover
       1. The EUSOG calendar runs from Annual General Meeting to Annual General Meeting.
          1. The new committee assumes its position after the society is submitted for re-registration.
          2. 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, even if it is within the term of the new committee. During this period the outgoing committee is answerable to the incoming committee.
          3. The outgoing Executive Officers and Officers should prepare a handover document for their successor and work with them during the handover period.
          4. The new Executive Officers and Officers should be assigned to the EUSA Society Profile as soon as possible after their election.
          5. 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.
   15. Show-mittee
       1. The EUSOG committee will form a separate show-mittee for each production.
          1. This show-mittee will be formed by the Executive committee and those committee members not on the production team or in the show for the cast
          2. If this is less than six, further members can be elected to be on the show-mittee to reach this minimum.
          3. The show-mittee will be kept up to date with the production and will be consulted on any relevant issues.
          4. The show-mittee will be chaired by the Executive Producer
5. **Shows**
   1. EUSOG should perform stage shows.

* 1. Show Protocols
     1. EUSOG should aim to put on two shows per academic year of the University of Edinburgh.
     2. At least one show must be one of the Savoy Operas of Gilbert & Sullivan.
     3. If it is financially, artistically, and logistically feasible, EUSOG can aim to produce a show at the Edinburgh Festival Fringe.
     4. All shows must be open to the public.
  2. Production Team
     1. The committee should appoint a Director, a Producer, a Musical Director, a Production Manager, and a Choreographer (if required) to produce and direct each show. These roles form the Senior Production Team. Their duties include but are not limited to the following:
        1. Director
           1. The director is the representative for all creative decisions regarding the production.
           2. The director should lead rehearsals with the Musical Director.
           3. The director should work with the Technical and Stage teams to design and create the lighting, sound, and stage elements of the production.
           4. The director may appoint Assistant Directors and Choreographers.
        2. Producer
           1. The producer is the administrative leader of the production team and the first point of contact regarding the production.
           2. The producer should coordinate between the committee and the other members of the production team.
           3. The producer should work with the Treasurer to produce a budget for proposal to the committee and collect membership fees from the cast and crew.
           4. The producer should manage room and venue bookings and communications with the Secretary.
           5. The producer should work with the Publicity Manager to design and distribute the show’s publicity.
           6. The producer should work with the Fundraising Manager to set a fundraising target and hold fundraising events.
           7. The producer should coordinate ticket prices, sales, and Front of House.
           8. The producer should communicate with the cast and ensure regular attendance at rehearsals.
           9. The producer is responsible for ordering and distributing any cast and crew merchandise, which shall not be paid for by the society.
           10. The producer may appoint Assistant Producers.
        3. Musical Director
           1. The musical director (MD) is responsible for all musical decisions regarding the production.
           2. Along with the director, the MD should lead rehearsals, particularly the musical elements.
           3. The MD is responsible for assembling an orchestra/band and rehearse them before the production.
           4. The MD may appoint a rehearsal pianist, vocal coach, and conductor.
  3. Extended Production Team
     1. 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, Costume Designer, Sound Designer, Lighting Designer, 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.
  4. Committee Oversight
     1. 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.
  5. Production Selection
     1. The committee should select the show to be produced.
        1. 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.
        2. The committee should form a selection panel of all or some of its members, which should remain fixed for the selection process.
        3. Members of the selection panel may not propose..
        4. Once the first proposal has been received by the selection panel, members may not leave the panel to propose.
        5. If the selection panel cannot reach six in number, the committee will invite other members or ex-members of the society 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.
        6. 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 appoint a senior production team. In the case of shows other than Gilbert & Sullivan, they should decide the show to be performed. 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 deciding, but the decision does rest with them.
        7. The chosen applicants must sign a production contract detailing the committee’s conditions before being made the production team.
        8. Once a production team has signed the contract, they assume the responsibilities of Director, Producer and Musical Director. They should then hold auditions and cast the show.
        9. 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.
        10. No member of the production team may also audition or perform in the show they are on the team for without committee approval.

1. **Finance**
   1. General finance
      1. The financial year shall run from the 1st of April to 31st March.
      2. The Society shall be non-profit making. The Office Bearers and members may only receive payment, direct or indirect, as reimbursement for legitimate expenses.
      3. Any profits made by EUSOG through ticket sales, fundraising or donations must only be used to fulfil the objectives of the society.
   2. Bank Account
      1. 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. They should be registered as signatories immediately after their election at the AGM.
      2. 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).
      3. 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. The signed and countersigned record should be scanned and filed.
      4. The Treasurer shall be sent 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 be sent all requests within 3 months of receipt or invoice date.
      5. The Treasurer shall process requests for payments in a frequent and timely fashion.
      6. 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.
2. **Policy**
   1. Re-registration, Annual Reports and Financial Reports
      1. Re-registration of the society must be submitted in accordance with the deadlines set by the Activities Team.
      2. Annual and Financial Reports must be completed and submitted as part of the re-registration process following the AGM in the second semester.
   2. Society Status
      1. A Society may not register to obtain any legal status, including a limited company or a charitable status.
   3. Equal Opportunities Policy
      1. The Society shall uphold and maintain its policy on the equality of opportunity as defined in the Equal Opportunities Policy.
      2. The Society will take all necessary steps to ensure that their meetings, events, and socials are accessible to all.
      3. The Society will ensure that it complies with any relevant data protection legislation.
      4. 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.
      5. The Students’ Association has a Zero Tolerance policy for sexual harassment and violence. This means that any case of sexual harassment or violence will be escalated to the final disciplinary stage (removal). Appeals will go through the formal complaints process of the Students’ Association.
      6. The Students’ Association understands harassment to include all forms, whether expressed orally, in writing, or on any cyber or digital platform
      7. The Society shall abide by any applicable laws, bye-laws, and guidelines of the Edinburgh University Students’ Association in relation to recognised Societies.
      8. 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 decide after hearing both parties and should consider disciplinary action, up to and including suspension from the society.
      9. EUSOG will take all necessary steps to ensure that all General Meetings, events, and socials are accessible to all.
3. **Dissolution**
   1. The Society shall not be dissolved except by a resolution of three quarters of those present at an Extraordinary General Meeting called for that purpose.
   2. 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.
4. **Alteration of the Constitution**
   1. Any motion to alter the Constitution will have to be supported by two-thirds of the members present at the AGM or EGM, 14 days notice of which shall be given.
   2. 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.
   3. Constitutional amendments take effect immediately upon ratification.
   4. 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.
   5. The Students’ Association considers the ruling society constitution to be that which is displayed on the Society Profile.
5. **History**
   1. This constitution was ratified on the 25th of March 2024.