



**Technological University**

**Dublin Students' Union**

**Student Council**

**Policies**

**Policies are valid for a period of three years from the date they were passed  
i.e. 12th December 2022 to 12<sup>th</sup> December 2025**

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| Student Council Policy   | Falling   |
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| <p data-bbox="156 338 448 371"><b>1. <u>Fair Pay for Work</u></b></p> <p data-bbox="145 412 1305 524">TU Dublin Students' Union values the role work placement has on a student's educational journey. Work placement provides opportunity to gain practical experience, increasing their employability and broadening their understanding of their field.</p> <p data-bbox="145 577 1305 775">The Union also values the work done by students in their workplace environment and recognise that value is added to the workplace, with students bringing fresh ideas and perspectives, increasing the overall work capacity, and enriching the workplace environment. Often work placement helps employers recruit those that are a particularly good fit.</p> <p data-bbox="145 828 1305 1066">Work placement is aligned with the vision of the students' union as it plays an important role in students reaching their potential academically, socially and professionally. The students' union also has a responsibility to advance and defend the rights of students. While students are on placement, their voices can be difficult to capture, and when they return, it is too late to improve conditions for them specifically, but it is important to progress toward improving conditions overall going forward.</p> <p data-bbox="145 1120 1305 1442">Full time education comes with financial challenges, with reduced capacity to work due to time spent engaging with learning, as well as specific costs incurred in pursuing education. The ongoing housing and cost of living crises exacerbate the financial pressure put on students. In some cases the period of placement is one of increased financial stability, but in others it is one of serious financial strain, with further reduced capacity to take on part time work and extra costs such as transport or accommodation closer to placement. Unfortunately, this causes this to be when some students are forced to drop out or defer to earn the money to undertake placement.</p> <p data-bbox="145 1496 1305 1778">TU Dublin Students' Union will advance the cause of seeking fair pay for work done by all students. All financial barriers including but not limited to travel costs, the need to secure additional accommodation and general expenses expected to be incurred by students must be flagged with students with sufficient notice. Wherever possible, placements with payment should be preferred by the university and the Union shall advocate to this effect. The Union will ensure that every opportunity to promote better practices in this area by the college is taken, and that all officers are cognisant of this pressing issue for students.</p> | 18/5/2026 |
| <p data-bbox="156 1832 576 1865"><b>2. <u>TU Dublin SU RAG Charity</u></b></p> <p data-bbox="145 1906 1305 2018">TU Dublin Students' Union recognises the benefits of raising money for charity, both in terms of fundraising for worthy causes and in raising the profile of the Students' Union and the services it provides. RAG stands for Raising and Giving.</p> <p data-bbox="145 2072 1305 2136">In order to further raise the profile of this concept, the TU Dublin Students' Union Student Council shall vote on and determine one charity, by the last Council meeting of the</p>  | 1/3/2026  |

academic year to be the official charity for the following year. A percentage contribution of all profitable events run by the TU Dublin Students' Union throughout the year, shall be set aside and added to the proceeds generated from the designated RAG charity events. This policy should be advertised to all students in the lead up to the election of the charity. Nominations for the RAG Charity shall open during the second semester. Two registered students shall be required to nominate a charity. Following the close of nominations, the charity nominated shall be contacted and required to submit a proposal detailing who they are, what they do and how any money raised for them will benefit the charity.

Student Councillors will be given the opportunity to review the proposals and decide on which charity they would like to support. The charity who receives the greatest support, from Student Council will become the chosen charity for the following academic year and will be announced at the Student Recognition Ceremony. The Student Council will only select ONE chosen charity, to which all RAG proceeds for the following academic year will be donated.

A presentation of the funds raised for the designated RAG charity by the Union shall be made at the Recognition Ceremony held at the end of the academic year, on the total funds raised throughout the year. The chosen charity to receive RAG funds may not be nominated as a RAG charity for the following two years.

The Union shall not offer financial support to any charity other than the official RAG charities in any given year but shall advise any other charity seeking financial support as to how they may receive a nomination as the official RAG Charity for future years, by way of a standard reply from the Clerk to Student Council. Thus, where a charity wishes to promote itself on campus, it may be allowed where it is deemed by the President not to interfere with the official RAG Charity, and where it is not a burden on the Union.

### **3. Drug Harm Reduction**

14/12/24

TU Dublin Students' Union is the largest students' union in Ireland with approximately 29,000 members.

As outlined in Article 2 of our Constitution (2019) we act in the best interests of our members and per Article 3 (v) we work to 'promote the welfare and well-being of members'.

One area of concern for us relates to addressing the issue of drug use which is becoming more widespread in the general population according to data from the European Monitoring: Centre for Drugs and Drug Addiction, as follows:

"Available data suggest that drug use has become more common among the adult general population aged 15-64 years in Ireland over recent years. Fewer than 2 in 10 adults reported use of any illicit drug during their lifetime in 2002-03, but this figure increased to approximately 3 in 10 in 2014-15"

Trends would assume that since this, numbers may have further increased. There is currently a lack of understanding in Irish culture regarding harm reduction and due to this

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| <p>there is no effective response to drugs in Irish society. Drug harm reduction aims to reduce harm associated with the use of drugs, and do not fail based on abstinence.</p> <p>The Union recognises that drugs are illegal but believe that harm reduction should be viewed as a middle ground where people with widely differing views on drug policy can agree with one another regarding practical immediate ways to reduce drug-related harm among users.</p> <p>The Students' Union wishes to promote the safety of students by providing accurate and relevant drug harm reduction information.</p> <p>To act upon this the Union will:</p> <ul style="list-style-type: none"> <li>• Lobby TU Dublin to work towards having a policy on drug harm reduction</li> <li>• Collaborate with organisations which already run drug harm reduction initiatives</li> <li>• Provide drug harm reduction information in all campaigns related to drugs</li> </ul>   |          |
| <p><b>4. <u>Education</u></b></p> <p><b>Class Reps</b></p> <p>Where a Class Rep misses two class rep meetings in a row without sending apologies, their relevant officer or School Rep will directly contact that Class Rep through whatever means deemed appropriate in order to offer support/guidance. Where necessary the relevant officer or School Rep will report back to their Student Advisor or the Vice President for Education. The chair of the class rep meeting shall reward a class rep who has made the “most valuable contributions” at the end of each class rep meeting. This creates an incentive to attend and recognise when a rep is actively contributing to the Union in these meetings.</p> <p><b>Education Campaigns</b></p> <p>The Vice President(s) for Education to run campaigns throughout the year on topics including but not exclusive to; Exam stress, Exam preparation, Retention, Academic Integrity, Assessment regulations and, Class rep recruitment, engagement and participation.</p> | 02/03/25 |
| <p><b>5. <u>Mental Health</u></b></p> <p><b>Part Time Officer Well-being</b></p> <p>TU DUBLIN SU shall run a well-being and stress management workshop for part time officers as part of their induction training and provide an Employee Assistance Program information to each officer, with continued encouragement to part-time officers to avail of the services provided if needed.</p> <p><b>Access to Student Counselling</b></p> <p>All students in TU Dublin should be able to readily access and avail of the TU Dublin student counselling services, within their own campus, in no more than two weeks. The relevant officer(s) shall lobby the university for adequate / increased spending in this area if there are issues arising wherein students are unable to access counselling services in this this time frame.</p>  | 02/03/25 |

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| <p><b>Mental Health Campaign</b></p> <p>The Vice President(s) for Welfare and Equality will run mental health campaigns throughout the year, including but not limited to:</p> <ul style="list-style-type: none"> <li>- Positive mental health and methods to maintain such a mind-set</li> <li>- Mental health difficulties and how they can be treated</li> <li>- Stigma reduction around Mental Health difficulties</li> <li>- Suicide awareness</li> <li>- Encourage students to seek help, both on and off campus</li> <li>- Highlight the importance of talking and support one another</li> <li>- Support services available both on and off campus</li> </ul>   |          |
| <p><b>6. <u>Opposition to Fees</u></b></p> <p>TU Dublin Students' Union will openly oppose the rise in the cost of the Student Contribution Charge and the introduction of an Income Contingent Loan scheme as a method of accessing third level education.</p> <p>TU DUBLIN SU believes that education is a fundamental right and serves a public good and that access to it should not be hindered.</p> <p>TU DUBLIN SU also calls for a reduction in the current Student Contribution Charge and for an increase in funding for student grants and other financial supports</p>  | 02/03/25 |
| <p><b>7. <u>Quality Assurance</u></b></p> <p>It shall be the policy of TU Dublin Students' Union to hold a position as dictated by the below principles in relation to quality assurance;</p> <ul style="list-style-type: none"> <li>• That a periodic review of the academic calendar be carried out by TU Dublin that includes student representation</li> <li>• That any proposed changes made to the academic calendar be brought to TU Dublin SU Student Council for discussion and feedback in a timely manner.</li> <li>• The Student Handbook is an essential requirement of Quality Assurance, and an updated version must be circulated to students at the beginning of the academic year.</li> <li>• That the student voice is represented at all levels with TU Dublin decision making; Class representatives should be invited to attend meetings such as program review committees (or equivalent), and other applicable boards, committees and groups throughout the academic year</li> <li>• That students are given the opportunity to present module feedback to the lecturer at the end of each module</li> <li>• That there should be an overall TU Dublin Student charter which is established in conjunction with TU Dublin Students' Union.</li> </ul> | 02/03/25 |
| <p><b>8. <u>Relationship with TU Dublin</u></b></p> <p>TU Dublin SU is committed to maintaining open and transparent dialogue with TU Dublin, and will act in the best interest of ensuring excellence in learning and a positive experience for students in TU Dublin.</p>   | 02/03/25 |

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| <p>The President shall endeavour to achieve and maintain parity of esteem between TU Dublin SU and TU Dublin as per the funding agreement signed between the Students' Union and the University 2021. The President shall ensure that there is an established and maintained partnership agreement between the university and the Students' Union based on principles of cooperation, transparency, parity of esteem, respect and student participation in decision making.</p> <p>The Students' Union President shall request regular meetings with the University President, the Registrar and the Chief Operating Officer to ensure ongoing co-operation and communication.</p> <p>The Union recognises that funding is provided by way of the Student Contribution Charge through a funding agreement between TU Dublin and TU Dublin SU. If funding of the Union is ever reduced or lost, the President shall take any necessary action in order to secure a satisfactory funding agreement. As per the Funding Agreement, the President shall not allow TU Dublin Internal Audit to have any function in the oversight of TU Dublin SU and TU Dublin SU CLG.</p> |          |
| <p><b>9. <u>Sexual Health</u></b></p> <p><b>Sanitary Products</b><br/>All TU Dublin SU offices / bathrooms will have emergency supplies of period products.</p> <p><b>Consent</b><br/>TU Dublin SU will include a section on consent in all induction presentations. Officers will also promote active consent to all students throughout the year through various campaigns and events.</p> <p><b>Condom Distribution</b><br/>TU DUBLIN SU will provide condoms to its' members throughout the academic year free. In tandem with distribution, TU DUBLIN SU will endeavour to provide information outlining but not limited to the risks associated with sexual activity and instructions on the use of condoms.</p>   | 02/03/25 |
| <p><b>10. <u>TU Dublin Facilities</u></b></p> <p>TU DUBLIN SU Recognises the need for more student facilities across all campuses.</p> <p>If the facilities are deemed inadequate, the President, with consultation from the executive team, shall take appropriate action. Ongoing issues will be reported to student council and support will be sought from them.</p> <p>If current facilities deteriorate or if reported facilities issues are ignored, the President following consultation with the Executive shall take appropriate action.</p>   | 02/03/25 |
| <p><b>11. <u>Student Levy</u></b></p>  | 05/05/24 |

Student levies are a common instrument used to raise capital for investment in student facilities across third level institutions in Ireland. Currently TU Dublin does not have the financial means to construct a student or sports centre on Grangegorman, while the government does not provide funding for non-academic facilities.

Such levies apply in most other 3rd level Institutions in Ireland including:

- Dublin City University
- Maynooth University
- National University of Ireland Galway
- Trinity College Dublin
- University College Cork
- University College Dublin
- University of Limerick

With the move to Grangegorman there are a number of issues that the Students' Union, Societies and Sports now face with regards to the provision of student recreational services on the new campus in Grangegorman. There is also a lack of student facilities and space in Tallaght and Blanchardstown which needs to be resolved.

There has been regular pressure from the University for the Students' Union to pass a levy to fund student facilities, without any clear information on how much such a levy should cost, what exact facilities it would build, where exactly those facilities shall be, what those facilities shall consist of, when those facilities shall be built, what students will receive on payment of such a levy, or any concrete information that students and the Students' Union would need to pass such a levy.

That based on the investigation of the Student Levy around the country, TU Dublin SU therefore resolves that any such levy can only be introduced following approval in a referendum of all students and subject to the following:

- That agreement has been reached with the Students' Union and approved by the Student Council on the purpose, structure, legal status and management of any fund so established.
- That the University commits to developing purpose-built space for student activities; including space for societies, sports and Students' Union activities.
- That the student levy isn't the only source of funding for the proposed facilities.
- That no increase can be made in any such levy, without resource to a further referendum.
- That any levy proposal serves all students across all TU Dublin Campuses.
- That any such levy be for an agreed fixed period only.
- That proposed facilities have confirmed plots of land designated to them prior to going to referendum.
- That design and project teams are assigned to the Student Centre and Sports Centre projects, with building schedules to be presented to students and Student Council in advance of a referendum.

## **12. Intersectional Work**

Intersectionality is the acknowledgement that most people have their own unique experiences of discrimination, micro-aggressions, and oppression, and we must consider

03/02/24



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| <p>all areas when dealing with marginalised groups, particularly when campaign planning or lobbying. Intersectionality further acknowledges that one person is not limited to one barrier or oppression, but can be affected on multiple areas, for example, an LGBTQ+ member of the traveling community may experience both homophobia and racism simultaneously. It is important for social justice, but also for the work we do to adopt an intersectional approach to the work in which TU Dublin SU does.</p> <p>Therefore, this policy believes that all lobbying and campaign work done through TU Dublin SU, should adopt the consideration for intersectional approaches, for example including diverse speakers on multiple platforms.</p> <p>The spirit of this policy will ensure TU Dublin SU adopts an intersectional approach to work.</p>  |          |
| <p><b>13. <u>Stand Against Image-Based Sexual Abuse &amp; Revenge Porn</u></b></p> <p>Image-Based Sexual Abuse is the non-consensual sharing of private or personal images that may be of a sexual nature. Revenge Porn is the sharing of media online used to coerce, abuse, or intimidate somebody, often done anonymously. Image-Based Sexual Abuse (often shortened to IBSA) is not just a hot-topic issue. This is an issue that has consistently shown gaps in legislation, which allows perpetrators to emerge scot-free. Women are primarily affected by this, and the lack of any routes to support and justice for them contributes to misogyny, rape culture, and victim-blaming in Irish society.</p> <p>That IBSA and Revenge Porn is unacceptable and feeds into a larger conversation around bodily autonomy, respect for privacy, how we treat women (or anyone affected by this) in society and gender-based violence. Student Council Recognizes and Applauds: Activists and Organizations such as Linda Hayden (Victim’s Alliance), Dublin Rape Crisis Center, TENI, Women’s Aid, Men’s Aid, EndIBSAIreland, and endless more for their endless work to support those affected by IBSA and Revenge Porn.</p> <p>TU Dublin Students’ Union Executive to lobby for real, meaningful, and working legislative change to be enacted to make IBSA and Revenge Porn a criminal offense but to also lobby for supports for students affected by perpetrators.</p> <p>To run an information campaign for staff and students to inform around issues such as gender-based violence, desensitisation, IBSA, de-platforming, and more.</p> | 10/12/23 |
| <p><b>14. <u>Supporting Students in Sex Work</u></b></p> <p>Sex Work refers to but is not limited to; escorting, lap dancing, stripping, pole dancing, pornography, webcamming, adult modelling, phone sex, and selling sex. Austerity and services and support cuts have led to an increased risk level with engaging in this work and that online platform such as OnlyFans have led to an increase in accessibility to sex work, but without correct supports. This can lead to instances of abuse.</p> <p>Current legislation in Ireland has increased the risks of engaging in sex work, with Gardaí targeting sex workers and criminalising them. Sex Work is not a “bad” thing to engage with and that anyone who chooses to engage in Sex Work should be supported, with particular</p>  | 10/12/23 |

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| <p>care to marginalised / minority communities that trend higher in sex work. Sex work is work and should be treated as such.</p> <p>To support students who are sex workers, this policy's intent is to achieve that by:</p> <ul style="list-style-type: none"> <li>- The Students' Union supports and campaigns for the full decriminalization of sex work and to support sex worker-led organizations such as the Sex Workers Alliance of Ireland.</li> <li>- That the Students' Union campaign against any attempted regression of rights for those who engage in sex work and to support and signpost effectively and meaningfully any student sex workers that may be outed, targeted, faced with prejudice, harassment, or discrimination as a result of their status as sex workers.</li> <li>- That the Students' Union lobby for a framework that is designed to allow anyone engaging in sex work engage in the industry safely, without fear of persecution, blackmail, or coercion.</li> </ul>   |                 |
| <p><b>15. <u>Support for the Traveller &amp; Roma Communities</u></b></p> <p>TU Dublin is one of Ireland's largest third-level bodies that encompass nearly 30,000 students across the island of Ireland located among the three campus sites. With that title and breadth of influence, comes a large responsibility to the communities in which we are very pro-active and contributive members of.</p> <p>The progress review for the National Access Plan for Equity of Access to Higher Education states that there is a need to improve participation rates among the Irish Traveller Community. This encompasses the Roma community also.</p> <p>It is important to draw note to the fact that the Traveller &amp; Roma community is classed as an ethnic minority in Ireland and experience racism daily, and as a community, we cannot let our friends and colleagues go through this without it being challenged and corrected. This policy would enshrine the belief that every student is an integral part of our wider community and should be supported regardless of who they are, where they come from or their background.</p> <p>This policy will aim to tackle that by ensuring that TU Dublin Students' Union actively includes the Traveller and Roma representations in the appropriate campaigns, and as a further step, that TU Dublin Students' Union works with TU Dublin and relevant partners to ensure that the University becomes much more accessible for students from the Traveller and Roma communities, in partnership with working with the University to ensure the wider community knows that TU Dublin.</p> <p>The works should further in the respect that the Students' Union should lobby for the implementation of impactful and meaningful of different tools, status kits and more (such as iReport, Yellow Flag, STATUS Tool Kit, Guaranteed Scholarships and more) to ensure there is a real change in culture towards the Travelling and Roma community.</p> <p>The essence of this policy ensures that TU Dublin Students' Union recognizes and understands the need for attention to be drawn to the difficulties faced by the Traveller and Roma communities and that the Students' Union should do everything possible where appropriate to ensure their experience in third-level education goes unhindered, and their</p> | <p>12/11/23</p> |

access (and progression) to (and throughout) education is free from stigma, hatred, bigotry or unnecessary barriers.

