CUSU Disabled Students’ Campaign Constitution

This constitution shall be the primary governing document of the CUSU Disabled Students’ Campaign, hereafter referred to as ‘the Campaign’.

A – The Objectives of the Campaign
1. The primary objective of the Campaign shall be to represent, and act in, the interests of its members. The Campaign shall pursue this objective by:
   a. providing support in navigating welfare, access, academic and social life as a disabled student
   b. actively enabling its members by countering internalized disablism, both by raising awareness of disability rights, and through the unified challenging of disablist attitudes, behaviours, institutions and spaces
   c. providing advocacy for members who are experiencing prejudice or discrimination based wholly or in part on their status as disabled
   d. seeking to change practices that routinely discriminate against disabled students
   e. challenging and countering the idea that it is primarily the bodies or minds of people with impairments that disable them, and promoting positive self-identity amongst disabled students
   f. promoting and spreading understanding and knowledge of the social model of disability, with a particular focus on how students are disabled by the University
   g. seeking to promote positive self-identity amongst disabled students, by countering internalized disablism, and working
to bring into the Campaign people who might be unaware either of their status as disabled, or of the oppression that this entails

h. raising awareness of the legal rights to which disclosure as a disabled student entitles members of the Campaign, and promoting access arrangements (including reasonable adjustments under the Equality Act) as basic rights, dispelling myths of privilege or nuisance in demanding them

i. representing its members on the decision-making bodies of CUSU, and at a national level in the NUS Disabled Students' Campaign, and acting as a channel of communication between its members and these and other relevant bodies

j. ensuring that the interests and views of the members of the Campaign are actively and effectively represented at all levels of the University

k. liaison and cooperation with College JCRs and MCRs with regards to the interests of its members within their colleges

l. working closely with the CUSU Welfare Team on its work in promoting equal opportunities for all, opposing prejudice and discrimination, and any work it might do to raise awareness of mental health issues, impairment and disability issues, and avenues of support

m. working with the NUS Disabled Students' Campaign, and other disability rights organizations, towards the complete acceptance and integration of the bodies and minds of people with impairments, and an end to the widespread practice of disabling them.

In furtherance of this objective, the Campaign shall seek:
a. the repeal of all legislation discriminating against and disabling citizens with impairments
b. equal rights for citizens with impairments to be enforced by law
c. to counter the disablism which is, in its many guises, so widespread in society, both nationally and internationally

2. The Campaign shall be independent of any religious body or party political organization, but may affiliate to or work together with any organization that may be working to further the interests of its members.

3. Except in so far as may be necessary for the support of a disadvantaged section of society or of the disabled community, the Campaign shall pursue its object without discrimination on the basis of any protected or marginalised characteristic.

4. The Campaign shall be a democratic body.

B – Membership

1. The Disabled Students' Campaign shall be an association of the members of the University of Cambridge in statu pupillari who self-define as disabled, or who have themselves experienced disability, and are pursuing or intermitting from a course of study or research in the University.

2. All members of the Disabled Students’ Campaign shall have the right to:
   a. Participate in the decision-making processes of Open Meetings
   b. Vote in CUSU Disabled Students' Campaign elections

3. Membership shall not be withheld or revoked and members shall not be discriminated against on the grounds of any consideration other than their status as not reasonably self- defining as disabled, or not having themselves experienced disability.
C – Open Meetings
1. Open Meetings shall be the primary decision-making body of the Campaign.
2. All members of the Campaign shall have the right to participate in the decision-making process of Open Meetings.
3. Quoracy for Open Meetings shall be 2/3 of the total number of voting members present at the previous Open Meeting, or 1.5 times the current number of members on the executive committee, whichever is the greater, with a minimum of five and a maximum of twenty.
4. Ordinary members of CUSU who are not members of the Campaign may attend meetings and speak at the invitation of the Chair. Other groups or individuals may attend and speak as long as no objections are raised by attending members. No non-member may contribute to the consensus decisions of Open Meetings. Attendance by a non-member denotes a commitment to standards of conduct as outlined in the Standing Orders.
5. If another autonomous campaign or representative group has a self-defining Disabled Students' Officer, it shall be noted that their input into the Campaign's meetings is representative of a constituency.
6. Procedure for conduct and accessibility of Open Meetings shall be set out in the Campaign's Standing Orders.
7. Open Meetings of the Campaign shall be held at least four times during Michaelmas and Lent full term and at least once during Easter full term.

D – Elected Officers
1. Only members of the Campaign are eligible to run for elected positions in the Campaign.
2. Elected Officers of the Campaign shall facilitate the running of the Campaign at the direction of the consensus decisions of Open Meetings.

3. The Elected Officers of the Campaign shall comprise the Disabled Students’ Officer, who is a full-time CUSU Sabbatical Officer, as well as Campaign members elected into the specific Campaign Roles as defined in the Standing Orders.

4. The Campaign may decide from time to time to introduce new elected officer roles in response to particular contexts and situations, by adding a clearly defined title and job description to the Standing Orders for election for as long as the role remains relevant.

5. An elected officer shall have the right to resign at any time during their term of office, and concerns about their fulfilment of their office can be raised at Open Meetings. It shall be understood, however, that they are all part time officers facing disablement: as long as they are keeping Open Meetings fully informed of their progress, and sending apologies to any meetings that they are unable to attend, they shall have the right to remain in office.

6. If any member of the Campaign has concerns that an Elected Officer may be conducting themselves in a way that is contrary to the aims of the Campaign, they may raise this for discussion at an Open Meeting. This should then be discussed and resolved in the same way as any other item for discussion, as outlined in the Campaign’s Standing Orders.

E – Elections

1. All elections shall be conducted by secret ballot and counted by Single Transferable Vote (STV), in accordance with the regulations set out in the University Ordinances.
2. An Elections Committee of not less than two members of the Campaign, but as many as are interested, shall volunteer to be responsible for facilitating the elections; devising the rules; making every reasonable effort to advertise the time, date and venue of such elections to all Ordinary Members of CUSU in every college; and resolving any conflicts relating to electoral conduct.

3. The Returning Officer for the elections shall be chosen by the members of the Elections Committee.

4. Only members of the Campaign shall be eligible to stand for elected positions and vote in elections.

5. Voting and standing for election shall be made as accessible as possible. It is the duty of the Campaign to implement access arrangements for candidates and voters to the best of its ability.

6. Elections shall proceed according to the relevant procedures as outlined in the Standing Orders.

F – Finance

1. The finances of the campaign shall be as transparent as possible, with the Executive Committee held accountable for their expenditure of the budget.

2. The Campaigns’ accounts shall be managed by-the Disabled Students’ Officer in accordance with CUSU’s governing documents.

G – CUSU

1. The Campaign shall be a Representative Campaign of CUSU, as laid out in the CUSU Constitution, Article I. The Disabled Students’ Officer shall represent the interests of the Campaign on the CUSU Executive, and at CUSU Council. The Disabled Students’ Officer is accountable to
Open Meetings for their votes at CUSU Council. They shall act as a channel of communication between the Campaign and CUSU.

H – Amendments to the Constitution
1. The Constitution shall be the primary document governing all Campaign business. It may only be amended by the consensus decision of a quorate Open Meeting, pending ratification by CUSU Council.
2. The Campaign’s Standing Orders may be amended or added to by the decision of a quorate Open Meeting.