



# Technological University Dublin Students' Union

## Motions, Mandates and Policy Book 2024/2025

This document contains all valid motions, mandates and policies passed and ratified by the Student Council and are deemed valid until they are completed, and deemed closed by Student Council, or upon their natural expiry, as notified to the Student Council.

**Motions are valid for a period of two years from the date they were passed.**

**i.e. 18<sup>th</sup> April 2023 to 18<sup>th</sup> April 2025**

**Policies are valid for a period of three years from the date they were passed.**

**i.e. 18<sup>th</sup> April 2023 to 18<sup>th</sup> April 2026**

<b>No.</b>	<b>Student Council Motion/Mandate</b>	<b>Falling</b>
1.	TU Dublin Parking	13/2/26
2.	Accessibility in Bolton Street	28/2/26
3.	Bolton Street and Linenhall	28/2/26
4.	Implementation of a Virtual Student Card	16/4/26
5.	The Right to Lecture Materials for Students During Class Time and After	30/11/24
6.	ACCESS	12/12/25
7.	Decolonized Curriculum	12/12/25
8.	Lobby earlier release of Supplemental Exam Results	12/12/25
9.	Repeat Fees	13/2/26
10.	Climate Emergency Campaign	8/2/25
11.	Sensory Spaces on Campus	14/12/24
12.	Disordered Eating Awareness	14/12/24
13.	Equality, Diversity, and Inclusion (EDI) Training on Orientation Week for incoming first years	30/11/24
14.	Group Insurance Scheme for International Students	16/11/25
15.	Period Poverty	16/11/25
16.	Oppose Use of Puzzle Piece Symbol for Autism Awareness	16/4/26
17.	Improvement of the Identity & Culture of Blanchardstown Campus	30/11/24
18.	Blanchardstown Transport	13/2/26
19.	Improved infrastructure support and funding on Bolton Street and Linenhall Campuses	18/4/25

<b>No.</b>	<b>Policies</b>	<b>Falling</b>
1.	Opposition to Fees	02/03/25
2.	Relationship with TU Dublin	02/03/25
3.	TU Dublin Facilities	02/03/25
4.	Student Levy	05/05/25
5.	Black History Month	16/11/26
6.	Boycott, Divest and Sanction (BDS)	16/11/26
7.	Gym Services in TU Dublin	13/02/27
8.	Holistic Support of Transgender Students in TU Dublin	13/02/27
9.	Stance on 'Confession Pages'	13/02/27
10.	Fair pay for Work	18/04/26
11.	Quality Assurance	02/03/25
12.	Academic Affairs	12/12/26
13.	Student Survey	13/02/27
14.	Drug Harm Reduction	14/12/24
15.	Mental Health	02/03/25
16.	Sexual Health	02/03/25
17.	Support to the Traveller and Roma Community	16/04/27
18.	TU Dublin RAG Charity	01/03/27

Student Council Motion/Mandate	Falling	Mandated
<p data-bbox="97 241 405 277"><b>1. <u>TU Dublin Parking</u></b></p> <p data-bbox="126 327 453 362"><b>Student Council Notes:</b></p> <p data-bbox="126 369 1078 696">The parking arrangements at TU Dublin are characterized by a lack of a universal scheme applicable across all campuses. Presently, TU Dublin does not employ any specific selection criteria for parking allocation. Notably, paid parking is in effect at the Blanchardstown campus, offering both permit-based and pay-as-you-go options. Additionally, Grangegorman utilizes a lottery system for parking allocation (for staff only) while parking at the Tallaght campus is currently offered free of charge.</p> <p data-bbox="126 745 557 781"><b>Student Council further Notes:</b></p> <p data-bbox="126 788 1078 1115">The results of a recent FOI (Freedom of Information) Request from the SU President have revealed that TU Dublin plans to propose a university-wide parking scheme, which will include the addition of parking fees to the Tallaght Campus and prevent students from parking in any City Campus. Furthermore, the FOI Request revealed that TU Dublin profits from the clamping of cars (which was a significant issue in Blanchardstown campus last year), and there is currently no committee in place (with student representation) to review those who appeal such clamping cases.</p> <p data-bbox="126 1164 557 1200"><b>Student Council further Notes:</b></p> <p data-bbox="126 1207 1078 1534">A considerable number of students at TU Dublin face extended commute times, often lacking viable alternative transportation options (particularly in the Blanchardstown Campus). This challenge is particularly pronounced for students with disabilities who encounter obstacles associated with costs and a shortage of available parking spaces. Notably, the parking infrastructure at the Grangegorman campus appears to be predominantly oriented towards meeting the needs of staff rather than adequately addressing the parking requirements of students.</p> <p data-bbox="126 1583 491 1619"><b>Student Council Believes:</b></p> <p data-bbox="126 1626 1078 2027">Implementing a staff-student parking space allocation system could prove beneficial in enhancing the availability of parking spaces for students. The introduction of a student share option, coupled with clear selection criteria for parking assignments, would contribute to a more equitable distribution of parking resources. Furthermore, while a dual permit- and pay-as-you-go option are beneficial, the charge to students (during a Cost-of-Living Crisis) is unfair, particularly as it punishes students when there are few other transport options available. Finally, the University needs to establish a committee to review all clamping associated cases in a transparent manner.</p>	<p data-bbox="1102 241 1241 277">13.2.2026</p>	<p data-bbox="1294 241 1520 313"><b>President and 3 CVP's</b></p>

<p><b>Student Council Therefore Mandates:</b></p> <p>The President and Campus Vice Presidents to lobby TU Dublin for the following:</p> <ul style="list-style-type: none"> <li>- A pan-university student-staff parking space allocation system</li> <li>- The introduction of a student-share option</li> <li>- Establish clear selection criteria for parking assignments</li> <li>- Prevent a charge being associated with a parking permit</li> <li>- <b>Establish a committee to review all clamping cases</b></li> </ul>		
<p><b>2. <u>Accessibility in Bolton Street</u></b></p> <p><b>Student Council Notes:</b></p> <p>Bolton Street Campus is often regarded within the student (and staff) community as being one of the least accessible within TU Dublin. This perception &amp; reality has only been worsened by the limited availability and frequent breakdown of the sole operating elevator within the campus, due to the decommissioning of other previously used elevators.</p> <p><b>Student Council further Notes:</b></p> <p>TU Dublin has repeatedly pledged its support for Equality, Diversity &amp; Inclusion through major publications (including 'TU Dublin Strategic Intent 2030' &amp; 'TU Dublin Equality Statement 2019-2022'), and via its ongoing application for awards such as the Institutional 'Athena SWAN' Bronze Medal.</p> <p><b>Student Council notes with Concern:</b></p> <p>Despite these policies, action plans, and statements, all insisting upon equality of access to education, this is not reflected in the facilities offered to a significant cohort of students in the Bolton Street campus. This insufficient access to the campus (due to poor lift access, and other accessibility concerns outlined below) may also conflict with Irish legislation aimed at promoting equal access to education for individuals with physical disabilities, namely:</p> <ul style="list-style-type: none"> <li>- Disability Act 2005</li> <li>- Equal Status Acts 2000-2018</li> <li>- Education for Persons with Special Educational Needs (EPSEN) Act 2004.</li> </ul> <p><b>Student Council therefore Mandates:</b></p> <p>The President of TU Dublin Students' Union, assisted by the City Campus VP, to write a formal letter to senior University staff involved in both 'Health &amp; Safety' and 'Estates', highlighting the following accessibility issues:</p> <ul style="list-style-type: none"> <li>- Poor elevator access, availability, and frequency</li> <li>- Weight of fire doors with no automatic open button / magnetic latch</li> <li>- Redundant fire doors [which only serve to diminish accessibility]</li> </ul>	28.2.2026	<b>The Executive</b>

<p>- Lack of wheelchair-accessible tables in most classrooms  - Potential lack of adherence to Irish legislation  This letter must be signed and sent by the President, before the 29th February 2024.</p> <p><b>Student Council further Mandates:</b>  The Union Executive to flag these issues at all of the relevant upcoming University fora (including but not limited to: Bolton Street Health, Safety &amp; Welfare meeting, University Health, Safety &amp; Welfare Steering Committee meeting &amp; EDI Governing Body Sub Committee), until an acceptable outcome [decided by Council] is achieved.</p> <p><b>Student Council further Mandates:</b>  The Union Executive &amp; Part-Time Officers (in particular, the PTO for Disabilities) to advocate for increased funding towards the Bolton Street Campus, with a particular focus towards ensuring minimum accessibility standards are met.</p>		
<p><b>3. <u>Bolton Street and Linenhall</u></b></p> <p><b>Student Council Notes:</b>  The current state of disrepair at Bolton Street and Linenhall is unfair to students. Regardless of any plans for relocation, the present state of neglect is unsustainable and is impacting students' quality of education.</p> <p><b>Student Council Also Notes:</b>  Students pay uniform fees regardless of attending, Aungier Street, Blanchardstown, Bolton Street, Grangegorman, Linenhall, or Tallaght. This results in a significant disparity in facilities and amenities between campuses. Persistent issues at Bolton Street and Linenhall have led to student frustration, highlighting the need for substantial improvements in both facilities and overall building maintenance.</p> <p><b>Student Council Believes:</b>  Bolton Street and Linenhall campuses should mirror the quality of service and learning experienced at other TU Dublin campuses. Anything less is a disservice to students and their right to a good quality Higher Education.</p> <p><b>Student Council Acknowledges:</b>  The Students' Union has also spent a significant amount of time developing comprehensive documents outlining the major issues in Bolton Street &amp; Linenhall and has circulated such documents widely amongst relevant University staff. Furthermore, Union Officers (in particular the City Campus VP) have repeatedly flagged these concerns in all relevant University fora. Despite this, progress has been incredibly slow (despite the great work of a select few University staff).</p> <p><b>Student Council Therefore Mandates:</b></p>	<p>28.2.2025</p>	<p><b>The Executive</b></p>

<p>The President of TU Dublin SU, with the support of the City Campus Vice President, to actively lobby TU Dublin for an increase in funding allocated to both Bolton Street and Linenhall campuses for the purposes of maintenance and refurbishment.</p> <p><b>Student Council Further Mandates:</b></p> <p>The City Campus Vice President, with the support of the President of TU Dublin SU, is directed to work closely with the Bolton Street building manager, TU Dublin Campus &amp; Estates Office, and Building related committees to ensure the ongoing upkeep, upgrade of facilities, and overall maintenance of the buildings.</p> <p><b>Student Council Further Mandates:</b></p> <p>The Union to develop a comprehensive escalation plan to take place over semester two of 23/24, which should include a media campaign, contacting the University Registrar and COO, and direct action.</p>		
<p><b>4. <u>Implementation of a Virtual Student Card</u></b></p> <p><b>Student Council Notes:</b></p> <p>The Student Council acknowledges the existing challenges faced by students in accessing various campuses within our university due to the limitations of the current physical university cards.</p> <p><b>Student Council Also Notes:</b></p> <p>The current university card system restricts access to specific campuses, not allowing students from freely exploring other campuses' resources, libraries, events, and clubs.</p> <p>A unified virtual university card could streamline access across all campuses.</p> <p><b>Student Council Mandates:</b></p> <p>The Student Council hereby mandates the President to investigate the feasibility with the University Administration and to collaborate with the IT Services to explore a solution for the development of a virtual university card system.</p>	16.4.26	<b>The Executive</b>
<p><b>5. <u>The Right to Lecture Materials for Students During Class Time and After</u></b></p> <p><b>Student Council Notes:</b></p> <p>Many lecturers do not allow access to lecture slides and materials outside of lecture times giving excuses such as attendance; some may not even provide the lecture materials for students to view on their own devices during the lecture.</p> <p><b>Student Council Also Notes That:</b></p>	30.11.2024	<b>Academic Affairs</b>

<p>While it is understandable that lecturers may be trying to encourage attendance in their lectures by only showing the notes in class, it is unreasonable to punish those who are in fact attending by denying them access to material they could use in the classroom to aid their learning. The slides and materials used in lectures are only the bare bones of what a student is required to know, and denying access to those bare bones does not allow students to build their knowledge while revising or even just note-taking in class. While this issue affects all students, it may have a greater impact on Disabled Students. Many Disabled Students rely on access to the notes in order to learn through their own methods, but many are also uncomfortable disclosing that they are in fact disabled to their lecturer. This causes an issue where students feel unable to approach their lecturers for help when an issue such as this arises. It is unreasonable to deny the students the materials necessary to learn effectively. Only allowing student's access to Lecture notes and materials in some modules produces inconsistency in study methods and will cause students to lose motivation in the modules that don't provide them.</p> <p><b>Student Council Mandates:</b></p> <p>The VP's for Academic Affairs to lobby TU Dublin to establish a comprehensive approach to rules around access to Lecture Notes across all campuses and courses. This should also include a poll on a sample of students from various courses of study with regards to their opinion on the availability of lecture notes and their impact on their learning experience.</p>		
<p><b>6. <u>ACCESS</u></b></p> <p><b>Student Council Notes:</b></p> <p>Many students and staff do not know what an Access Student is or how to appropriately engage with them. An Access Student is a student that has come into university by HEAR, DARE, and TU Dublin's Access Foundation Programme among other programs. Access students often feel disjointed by an already elitist nature perpetrated by many third-level institutes.</p> <p><b>Student Council further Notes:</b></p> <p>That despite many Access voices coming into the mainstream and the Minister for Further Education making attempts to close the divide access students often still feel stigmatised and othered. This feeling of being othered, shamed and stigma could be the turning point for some students dropping out in the earliest part of their college experience due to not feeling included in university life. Many Access Students will never engage with the Access Service and will often hide that they are Access Students due to the stigma. Many Access Students that are open about it are often met with negative, uninformed comments and this can be debilitating to their mental wellbeing.</p>	<p>12.12.2025</p>	<p><b>The Executive, VP for Academic Affairs</b></p>



<p><b>Student Council Mandates:</b></p> <p>That an awareness campaign be ran about Access Students dispel myths about access students and to help them feel seen and represented by their union and the TU Dublin community. This is to be done as a collaboration between the VP for Academic Affairs and the VP for Welfare and Equality. This motion will take effect in semester 2 of this academic year and remain in place in until the end of 24/25 academic year.</p>		
<p><b>7. <u>Decolonized Curriculum</u></b></p> <p><b>Student Council Notes:</b></p> <p>The goal of Decolonizing the Curriculum (DtC) is to recognise, address, and question the ways that colonialism has influenced how people see knowledge and education. It is about accepting knowledge systems that are outside of the conventional western thinking and have previously been disregarded, not about erasing past events or information. A curriculum that is inclusive must incorporate decolonization, which aims to acknowledge and confront the historical oppression of "the west" and its legacy of racism, inequality, and poverty.</p> <p><b>Student council further notes:</b></p> <p>That the current curricula is west-centric and ignorant of other cultures. An example of colonized curriculum is the origins of calculus. One of the first people in Europe to use zero and the negatives methodically was Gottfried Wilhelm Leibniz, who developed calculus in the late 17th century. Calculus is essential to practically every field of research and is used to assess rates of change. It is particularly vital for many major discoveries in modern physics. However, many of Leibniz's concepts had previously been established more than 500 years earlier by the Indian mathematician Bhāskara. Such west-centric approach to education is not an outlier and it is unfortunate that it still happens to this day.</p> <p><b>Student Council Recognises:</b></p> <p>That TU Dublin has not yet performed investigation on its curriculum to determine how to decolonize the curriculum. The Keele University of the United Kingdom produced a guide on decolonizing the curriculum.</p> <p><b>Student Council Mandates:</b></p> <p>The VP of Academic Affairs to lobby the University to review the curriculum with emphasis on decolonization and removing ignorance and to reinforce ethnic diversity. This could be performed through discussions of the matter in all of faculty boards. The President of Students' Union is also mandated to ensure that the decolonizing efforts follow the DTC guide of by Keele University, and that the investigation</p>	<p>12.12.2025</p>	<p><b>The Executive, VP for Academic Affairs</b></p>

<p>and the decolonization efforts conclude before the end of school year 2023-2024.</p>		
<p><b>8. <u>Lobby Earlier Release of Supplemental Exam Results</u></b></p> <p><b>Student Council Notes:</b>  Supplemental Exams are an important part of the Academic Calendar and allow students a second chance to progress through to the next year of their degree. However, this year the release date was well into the new academic year leaving many students in classes they are unsure they have progressed into. This means many students were distressed, unmotivated and unsure of their position. It was seen to have taken a negative toll on their mental well-being. This was especially prevalent for Blanchardstown campus as supplemental results were released 2 weeks after the commencement of classes.</p> <p><b>Student council further notes:</b>  I attended the faculty meeting for engineering and built environment as a student representative. The reasoning for these delays were said to have been staffing issue and insurance issues. This motion calls for preventive measures for such issues to not happen for any following academic years.</p> <p><b>Student Council Recognises:</b>  The Supplemental results date directly correlates to the academic calendar structure and solving this issue will require restructuring of dates given. Student council also recognise the need for the Blanchardstown campus to adapt the same exam result system as city campus', as this seems more effective than current.</p> <p><b>Student Council Believes:</b>  The academic calendar as it stands does not operate in a student friendly manner and the supplemental exams' release date for 2023 has proven this.</p> <p><b>Student Council Mandates:</b>  The VP for Academic Affairs lobby the university to review the academic calendar with emphasis on supplemental exam release dates and reinforce measures that prompt the university to enforce deadlines as per academic calendar. It is crucial to academic success that repeat results be released prior to the start of classes.</p> <p>Also, to ensure that repeat results be released BEFORE the commencement of classes by having the Blanchardstown campus to adopt the same supplemental results system as other campuses. All of this to be concluded before the end of school year 2023-2024. Progress shall be overseen by the student union's president and provide updates every council meeting</p>	<p>12.12.2025</p>	<p><b>The Executive,  VP for  Academic  Affairs</b></p>

<p><b>9. <u>Repeat Fees</u></b></p> <p><b>Student Council Notes:</b>  TU Dublin students currently must pay a set fee of €100 to sit supplemental examinations, commonly referred to as repeat exams.</p> <p><b>Student Council further Notes:</b>  During an ongoing Cost-of-Living Crisis, coupled with the increasing unaffordability of third-level education, students are already met with countless financial barriers. These include the cost of rent, transport, groceries, medical costs, and college fees, to name just a few. These barriers disproportionately affect less affluent students.</p> <p><b>Student Council Notes with Concern:</b>  Socioeconomically disadvantaged students are more likely to be working part-time jobs, working longer hours within these jobs, commuting longer distances, not have access to rented accommodation, and have less access to additional supports (such as private tutoring), in comparison to their wealthier classmates. These same students are therefore at a disadvantage when it comes to attending lectures, completing assignments, and preparing for examinations. Lower attendance and decreased time spent preparing for examinations are, unsurprisingly, correlated with higher failure rates.</p> <p><b>Student Council therefore Believes:</b>  Supplemental fees disproportionately affect students from socioeconomically disadvantaged backgrounds, and only serve to exacerbate existing inequalities amongst students in TU Dublin.</p> <p><b>Student Council Applauds:</b>  Other major Dublin Universities do not currently charge repeat fees. This year, UCD joined TCD in abolishing its repeat fees entirely. Considering TU Dublin wishes to increase its student numbers and ‘widen participation’ in third level education, the removal of repeat fees would be a welcome step towards achieving these goals. Furthermore, TU Dublin previously waived its repeat fees during the Covid Pandemic, indicating its potential to do so.</p> <p><b>Student Council Mandates:</b>  The Vice President for Academic Affairs, with support from the President, to lobby for the abolishment of Repeat Fees, by the end of the Academic Year 2023/2024, and failing this, 2024/2025.</p> <p><b>Student Council further Mandates:</b>  The Vice President of Academic Affairs to ensure the University completes a ‘feasibility study’ (to establish the costs associated with such</p>	<p>13.02.2026</p>	<p><b>The Executive,  VP for  Academic  Affairs</b></p>
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<p>an action), to bring a proposal to the Student Experience Committee requesting the abolishment, and to then provide an update to Student Council.</p> <p>Failing this initial route, the VP for Academic Affairs is mandated to prepare an action plan for escalating this issue within the University over 6 months (encompassing all relevant committees, media, and other actions), for discussion and approval at the next Student Council.</p> <p><b>Student Council further Mandates:</b> The VP for Academic Affairs to utilize the ‘higher costs’ associated with abolishing fees in TU Dublin (compared to UCD) as a mechanism to illustrate the level of overassessment in TU Dublin.</p>		
<p><b>10. <u>Climate Emergency Campaign</u></b></p> <p><b>Student Council Notes:</b> The impacts of climate change might be the biggest threat to a stable present and future for humanity today. To avoid global warming carbon emissions must be stopped. A working group of students and SU members should be set up to carry out a climate emergency campaign. We ask TU Dublin to make the necessary changes quickly and become carbon neutral. The group could lobby the government to phase out Fossil Fuels until 2030, to support the Fossil Fuel Non-Proliferation Treaty* on an EU level, and to set all new policies in line with the 1.5 degree limit (outlined in the Paris Agreement).</p> <p><b>Student Council further notes:</b> In the second quarter of 2022 Ireland had the highest EU greenhouse gas emissions per capita in Europe (Independent, Jan 2023). Wealthy countries as well as educational institutions have the responsibility to take leadership in avoiding climate change. The campaign could be an opportunity to pressurize the government to take consequent climate action. *About 91% of global CO2 Emissions originate from the burning of fossil fuels. The Fossil Fuel Non-Proliferation Treaty, signed by the WHO, Dalai Lama and more than 3000 scientists, calls for an end to the expansion of new fossil fuel infrastructure and production, to phase out existing production and use, and to fast-track solutions and ensure a just transition.</p> <p><b>Student Council Mandates:</b> The executive and the VPs for welfare to form a working group consisting of students to lobby the government and to hold a climate emergency campaign.</p>	8.2.2025	<b>Vice President for Welfare &amp; Equality and the Executive</b>

<p><b>11. <u>Sensory Spaces on Campus</u></b></p> <p><b>Student Council Notes:</b> That there are currently no sensory rooms across TU Dublin for neurodivergent students.</p> <p><b>Student Council Further Notes:</b> The Athena Swan Action Plan points out in 3.2.15 to have accessible quiet rooms in each campus by the end of 2025 but it has no mention of sensory spaces.</p> <p><b>Student Councils Regrets:</b> While there are quiet spaces on each campus, the spaces are not necessarily suitable for students who are neurodivergent.</p> <p><b>Student Council Mandates:</b> The VPs for Welfare &amp; Equality and the Deputy Presidents (to be moved to the VP for Welfare &amp; Equality and the Campus VPs when the new Constitution is in act) to lobby the University to work on sensory spaces across each campus, with support from EDI.</p>	14.12.2024	<b>Vice President for Welfare and Equality and Campus VP's</b>
<p><b>12. <u>Disordered Eating Awareness</u></b></p> <p><b>Student Council Notes:</b> There are no current campaigns by the Student Union to address and raise awareness of disordered eating.</p> <p><b>Student Council also Notes:</b> While there have been awareness campaigns about other mental health issues, there has not been any campaigns in recent times to raise awareness of disordered eating and what supports are available to students around this issue. Anorexia – a restrictive eating disorder – has the highest fatality rate of any mental illness. A main characteristic that frequently accompanies this disorder is perfectionism or high expectations of self. Many college students feel the pressure to get good grades, and this can further exacerbate restrictive eating patterns. Bulimia, binge eating disorder and emotional eating patterns can also contribute significantly to both mental and physical health problems. These symptoms will again be exacerbated by the extrapolating pressures brought on by being a student and dealing with the cost-of-living crisis. Many people with some type of disordered eating behaviour are less likely to receive help from a doctor as the doctor will put it all down to their weight, this can lead to the non or misdiagnose of other ailments. All types of disordered eating patterns are vulnerable to be exacerbated by internal and external pressures.</p> <p><b>Student Council Believes:</b></p>	14.12.2024	<b>Vice President for Welfare and Equality</b>

<p>As the cost-of-living crisis continues to grow, more and more students will have to make decisions between buying food and paying rent. This is not only dangerous to those with a existing eating disorder or difficulty, but also creates a ripe environment for an eating disorder</p> <p><b>Student Council Therefore Mandates:</b> The VPs of Welfare run a campaign to raise awareness of what disordered eating is, and what supports are available to students.</p>		
<p><b>13. <u>Equality, Diversity, and Inclusion (EDI) Training on Orientation Week for incoming first years</u></b></p> <p><b>Student Council notes:</b> For most people going into first year, attending University will mean a completely new experience i.e. new community, new faces, and new atmosphere. While students who have lived in a more diverse community will be able to adjust relatively well, those who have not, will unfortunately find it more difficult and these difficulties could cause conflicts (racism, homophobia, discrimination, etc.) in the future. However, proper orientation for first years with the addition of EDI training would hopefully sustain and enrich the inclusivity of TU Dublin while minimising any possibilities of conflicts from happening. TU Dublin is one of most diverse universities in Ireland. It is the university's responsibility to ensure that all students and staff members exist in an inclusive environment where all are treated respectfully and fairly. However, while there is a team in the university specifically working for EDI, the training they provide is not enough for the scale of the student population.</p> <p><b>Student Council also notes:</b> EDI training usually focuses and emphasises the difference among the people on the community, while potentially informative, this unfortunately creates a problem and causes further division. This EDI training, upon consultation with a professional, will strive to normalise the difference amongst cultures and identities and how these differences contribute and improve our community.</p> <p><b>Student Council Mandates:</b> The VPs for Welfare and equality to lobby the EDI department in the university to provide the equality, diversity and inclusion training for incoming first years in the 2023 autumn term.</p>	30.11.2024	<b>Vice President for Welfare &amp; Equality</b>
<p><b>14. <u>Group Insurance Scheme for International Students</u></b></p> <p><b>Student Council Notes:</b> The Student Council acknowledges the mandatory requirement for international students to have medical insurance, as stipulated by the Immigration Service Delivery (ISD).</p>	16.11.2025	<b>Vice President for Welfare &amp; Equality</b>

<p><b>Student Council Also Notes:</b></p> <p>The Student Council further notes that ISD provides two options for obtaining insurance in Ireland: a Group Insurance Scheme offered by the college or private insurance. It is observed that other institutions like TCD and UCD have already successfully implemented Group Insurance Schemes for their international students, providing them with accessible and recognized insurance solutions.</p> <p><b>Student Council Further Notes:</b></p> <p>There are a bunch of caveats when looking for private insurance options, such as pricing, not being sure if it's enough to be allowed to get a visa, and it has to be bought in Ireland, which might not be possible if you're not there physically.</p> <p><b>Student Council Mandates:</b></p> <p>The Student Council mandates the VP For Welfare &amp; Equality and the International Student Officer to advocate for the establishment of a Group Insurance Scheme for international students.</p> <p>The Student Council further mandates the need to issue official letters to enrolled international students confirming their participation in the Group Insurance Scheme. This documentation should be accepted as sufficient proof for immigration authorities.</p>		
<p><b>15. <u>Period Poverty</u></b></p> <p><b>Student Council Notes:</b></p> <p>Given the current Cost-of-Living crisis within Ireland (and abroad), attending a HEI (Higher Education Institution) is becoming increasingly unaffordable; the cost of accommodation, transport and fees is pushing education back towards being a 'privilege' that only the affluent can afford. Additional 'hidden costs' within TU Dublin, such as a lack of access to free period products, further alienate the most disadvantaged students across all sites.</p> <p><b>Student Council Further Notes:</b></p> <p>Student numbers in TU Dublin have dropped significantly in the past academic year (22/23), which the Union believes can be attributed to a poor student experience and consequently poor retention rate. The Union therefore believes that initiatives such as free period products across TU Dublin will help improve how view students view TU Dublin (i.e. improve its damaged reputation).</p> <p><b>Student Council Understands:</b></p> <p>Other HEI's across Ireland have achieved success in this area to varying degrees i.e. some HEI's have fully funded access to period products, others have agreed to 'collaborations' with their Students' Unions, and some have received sponsorships.</p> <p><b>Student Council therefore Mandates:</b></p>	16.11.2025	<b>Vice President for Welfare &amp; Equality</b>

<p>The VP for Welfare &amp; Equality (in conjunction with the Part-Time Officer for Gender Equality) to lobby the University to achieve the goal of Free Period Products across all bathrooms in TU Dublin (not just bathrooms deemed ‘female’). These lobbying efforts must include:</p> <p>Present a research document to Council outlining how other HEI’s have achieved success, to what degree, and subsequent recommendations for TU Dublin SU. Bring a proposal for free period products to the Student Experience Committee, the EDI sub-committee of Governing Body, and to the Director of EDI in TU Dublin. Draft an open letter to the University (should the previous two steps fail) expressing the importance of free period products and comparisons to other HEI’s.</p> <p><b>Student Council further Mandates:</b></p> <p>The VP for Welfare &amp; Equality (in conjunction with the Part-Time Officer for Gender Equality) to implement additional actions (whether generated by themselves or Council), should the above lobbying methods fail, in order to achieve free period products across TU Dublin.</p>		
<p><b>16. Oppose Use of Puzzle Piece Symbol for Autism Awareness</b></p> <p><b>Student Council Notes:</b></p> <p>The puzzle piece was first used by the National Autism Society (UK) in 1963. It was adopted by the organisation Autism Speaks which led to it being adopted as a universal ‘symbol’ for Autism.</p> <p><b>Student Council Highlights:</b></p> <p>Autism Speaks is an incredibly harmful organisation whose main aim is to ‘eradicate’ Autism as if it is a disease. They advocate for the use of harmful therapies such as ABA which aim to ‘normalise’ the behaviour of Autistic individuals through mechanisms of reward and punishment. The organisation frames Autism as a disease for which they will find the cure — this has been criticised by the Autism community as it creates stigma and fear of the disorder. Notably, in 2009 they released a TV campaign titled ‘I Am Autism’ which framed Autism as a lurking predator that “[works] faster than paediatric aids, cancer, and diabetes combined” which destroys marriages and will “rob you of your children and your dreams”.</p> <p><b>Student Council Acknowledges:</b></p> <p>The use of the ‘puzzle piece’ symbol has been criticised by those both within and outside the Autistic community for a number of reasons: 1. It suggests that Autistic individuals are missing a ‘piece’ 2. It suggests that Autism is a puzzle which must be solved. 3. It infantilises Autistic people through the use of childlike imagery — Autistic children do, in fact, grow into Autistic adults. 4. Implies that Autistic don’t ‘fit in’.</p> <p><b>Student Council Mandates:</b></p> <p>The VP for Welfare &amp; Equality to draft an open letter on behalf of TU Dublin Students’ Union opposing the use of the ‘puzzle piece’ symbol, as well as condemning the organisation Autism Speaks and those which</p>	16.4.2026	<b>The Executive</b>



<p>support them. This letter should be drafted by the VP Welfare &amp; Equality in accordance with information provided by Ireland’s leading Autism charity AsIAm on their website. This letter is to be published by end of Semester 1 of the 2024/25 Academic Year.</p> <p><b>Student Council Further Mandates:</b></p> <p>The VP Communications and Media to produce a publication for Autism Awareness Day 2025 (April 2nd) which is informed by and inclusive of the work done by AsIAm and any adjacent organisation which represents and supports Autistic individuals in a respectful way that reflects the voice of their community.</p>		
<p><b><u>17. Improvement of the Identity &amp; Culture of Blanchardstown Campus</u></b></p> <p><b>Student Council notes:</b></p> <p>That the culture and identity of the Blanchardstown campus should be improved by cleaning of grime off exterior walls and by adding modern design through artwork (e.g. murals).</p> <p><b>Student Council also notes:</b></p> <p>The Blanchardstown Campus has been neglected over the last few year. When one enters Blanchardstown Campus they will be met with white walls covered in grime and filth. Studies have shown that good exterior and interior design improves mental health of workers and hence increases productivity (The built environment and mental health; Evans, 2003).</p> <p><b>Student Council Mandates:</b></p> <p>The Deputy President of Blanchardstown and VP for Welfare &amp; Equality of Blanchardstown Campus to lobby in favour of removal of grime covered walls by the end of the Academic year 2022-2023 by the latest.</p> <p><b>Student Council further Mandates:</b></p> <p>The Deputy President of Blanchardstown and VP for Welfare &amp; Equality of Blanchardstown Campus to work with estates in making developments around the campus through various forums to create a better culture and identity for Blanchardstown students – by start of next academic year.</p>	30.11.2024	<b>Blanchardstown Campus Vice President</b>
<p><b><u>18. Blanchardstown Transport</u></b></p> <p><b>Student Council Notes:</b></p> <p>While public and private bus services are available in the broader Blanchardstown area, students face difficulties commuting to the TU Dublin Blanchardstown campus due to inadequate connectivity between the Blanchardstown campus and the public transport routes serving key student catchment areas. The results of the 2022 TU Dublin Smarter Travel Staff and Student Survey, published in May 2023, highlight that 68% of students use public transport to travel to the Blanchardstown campus. Statistics show that 6% of students travel distances of less than</p>	13.2.2026	<b>Blanchardstown Campus Vice President</b>

<p>3km, 30% travel distances of between 3km and 10km, 36% of students travel distances ranging between 10 – 30km, and 28% travel distances greater than 30km. This illustrates the large number of students who require the regular use of public transport.</p> <p><b>Student Council Also Notes:</b></p> <p>The combination of escalating inflation, the ongoing housing crisis, and the lack of on-campus accommodation has forced numerous students to travel extensive distances to reach campus. Some students are required to take up to three buses each way in their pursuit of education. This has created a two-tiered system in TU Dublin, between those who can afford private rented accommodation nearby, versus those who spend hours commuting daily, and are removed from the so-called 'college experience'.</p> <p><b>Student Council believes:</b></p> <p>Students and Staff at TU Dublin require reliable public transport to the Blanchardstown Campus. Accessibility to the Blanchardstown campus is a right for students and staff. Furthermore, it would assist TU Dublin in achieving its Sustainability Goals, and improve the overall student satisfaction rate (recorded most recently in ISSE).</p> <p><b>Student Council Therefore Mandates:</b></p> <p>The Campus VP for Blanchardstown to lobby the NTA, BusConnects and the Irish Government to increase bus service reliability, including more frequent and transparent updates on bus schedules and routes (38, 38a, 139, N4), to expedite the 'BusConnects' Network Redesign for 2025, and to redesign the bus routes so that at least one bus enters the actual campus.</p> <p><b>Student Council further Mandates:</b></p> <p>The Campus VP for Blanchardstown to lobby TU Dublin for an improved shuttle bus service (in the interim) alongside reduced pricing for students (currently more expensive than TFI Buses).</p> <p><b>Student Council further Mandates:</b></p> <p>The Campus VP for Blanchardstown to email all current councillors &amp; relevant TD's in the area regarding the above demands, and for the President to lobby the VP for Sustainability in TU Dublin to create a joined media campaign, and all other actions deemed necessary.</p>		
<p><b>19. <u>Improved infrastructure support and funding on Bolton Street and Linenhall Campuses</u></b></p> <p><b>Student council notes:</b></p> <p>Bolton Street and Linenhall are part of TU Dublin and are home to over 8,000 students. However, with the proposal of the campus moving to Grangegorman in at least the next eight years, the campus has been left without proper maintenance. The student's health and well-being are</p>	18.4.2025	<p><b>City Campus Vice President, The Executive</b></p>

<p>endangered, with noted infrastructure hazards such as poor ventilation and mold. This is unacceptable and needs to be addressed and fixed as soon as possible.</p> <p><b>Student council also notes:</b></p> <p>By law, the campus must be kept up to standard and maintained to prevent any potential injuries or health problems. With the current state of these buildings being extremely poor, it is leading to current and future students being exposed to issues such as water leaks damaging exposed live electrical wires and outlets, damaged windows, lack of student spaces and seating spaces. We need the college to put funding into improving these issues on campus, to not just protect students' safety but improve attendance and participation. Every single TU Dublin student here deserves a good quality experience during their time in college, which should not be limited due to issues that could be easily fixed.</p> <p><b>Mandate:</b></p> <p>The SU to help support the demand of these issues being raised and help secure the needed funding to improve the quality of life on campus.</p>		
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<b>Student Council Policy</b>	<b>Falling</b>
<p><b>1. <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>	2/3/2025
<p><b>2. <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> <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</p>	2/3/2025

<p>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>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.</p> <p>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.</p>	
<p><b>3. <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>4. <u>Student Levy</u></b></p> <p>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.</p> <p>Such levies apply in most other 3rd level Institutions in Ireland including:</p> <ul style="list-style-type: none"> <li>- Dublin City University</li> <li>- Maynooth University</li> <li>- National University of Ireland Galway</li> </ul>	05/05/25

<ul style="list-style-type: none"> <li>- Trinity College Dublin</li> <li>- University College Cork</li> <li>- University College Dublin</li> <li>- University of Limerick</li> </ul> <p>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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> <li>- 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.</li> <li>- That the University commits to developing purpose-built space for student activities; including space for societies, sports and Students' Union activities.</li> <li>- That the student levy isn't the only source of funding for the proposed facilities.</li> <li>- That no increase can be made in any such levy, without resource to a further referendum.</li> <li>- That any levy proposal serves all students across all TU Dublin Campuses.</li> <li>- That any such levy be for an agreed fixed period only.</li> <li>- That proposed facilities have confirmed plots of land designated to them prior to going to referendum.</li> <li>- 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.</li> </ul>	
<p><b>5. <u>Black History Month</u></b></p> <p>There is a significant lack of participation within student politics for black students. There are currently less than 10 full-time Officers across the island of Ireland who are people of colour, and the Union believes representation matters when it comes to participation.</p> <p>Black History Month began as a way of remembering important people and events in the history of the African and Caribbean diaspora, and is now globally celebrating Black excellence, the importance of remembering, uplifting, and empowering an entire group of young activists.</p>	16/11/26

<p>The celebration of black excellence, black history, and empowering people of colour should not be limited to tokenistic representation or events, and that events ran under Black History Month should be led by Black voices, with the goal of staying true to the ideals and goals of Black History Month.</p> <p>TU Dublin SU Executive (or the appropriate officer) is therefore mandated to run an extensive Black History Month campaign which will include speakers, events, data, and showcase Black excellence throughout the month of October and/or February, and for this campaign to be conducted annually. TU Dublin Students' Union Executive is further mandates to include the voices of Black students when organizing and brainstorming the event to ensure that students are at the forefront of leading this campaign; intersectionality must therefore form a key focus throughout.</p> <p>Black History Month, finally, must not be the only time of the year that Black voices are platformed, and that the work on decolonising the curriculum, inclusion of Traveller and Roma students in education and community outreach, must continue to be done throughout the year.</p>	
<p><b>6. <u>Boycott, Divest and Sanction (BDS)</u></b></p> <p>Boycott, Divestment, Sanctions (BDS) is an inclusive, non-violent, Palestinian-led movement; it is inspired by the South African anti-apartheid movement. BDS works to end international support for Israel's oppression of Palestinians, as well as pressure Israel to comply with international law. The movement is notably anti-racist, and is inherently opposed to all forms of discrimination (including antisemitism and Islamophobia).</p> <p><b>Why the Movement Exists</b></p> <p>Israel maintains a brutal regime against Palestinian people, made possible due to ongoing international support; Governments fail to hold Israel to account, while corporations and institutions across the world help Israel to oppress Palestinians. Due to the failure of those in power to take non-violent action against Israel, the movement has called for a global citizens' response of solidarity in the form of Boycotts, Divestment, and Sanctions.</p> <p><b>Boycott</b></p> <p>Boycotts involve withdrawing support from Israel's apartheid regime, complicit Israeli sporting, cultural and academic institutions, and from all Israeli and international companies engaged in violations of Palestinian human rights.</p> <p><b>Divestment</b></p> <p>Divestment campaigns urge banks, local councils, churches, pension funds and universities to withdraw investments from the State of Israel and all Israeli and international companies that sustain Israeli apartheid.</p>	<p>16/11/26</p>

<p><b>Sanctions</b> Sanctions campaigns pressure governments to fulfil their legal obligations to end Israeli apartheid, and not aid or assist its maintenance, by banning business with illegal Israeli settlements, ending military trade and free-trade agreements, as well as suspending Israel's membership in international forums such as UN bodies and FIFA.</p> <p><b>Mandates</b> TU Dublin Students' Union commits to both supporting and endorsing the Global BDS Movement wherever possible.</p>	
<p><b>7. <u>Gym Services in TU Dublin</u></b></p> <p><b>Gym Situation in Semester One 23/24</b></p> <p>With the opening of the new Sports Building in Tallaght campus, there are now gym facilities on three major TU Dublin sites (Blanchardstown, Grangegorman, Tallaght). Prior to the building opening, the University (specifically Head of Sports) met with the Students' Union (specifically President) to agree on a 'university-wide' membership process. The agreement (confirmed via writing) specified that all students, on all campuses, would have access to 'free gym hours', each day (Monday-Friday) during non-peak times. Since then, there were reports that the 'free gym slots' were restricted only to Monday and Thursday; this was confirmed across all three sites in November. Also, a fee was introduced to use the sports halls in the Blanchardstown and Tallaght campuses.</p> <p><b>Work Done by the Union in Semester Two 23/24</b></p> <p>Recent meetings with the Head of Sports were very positive, and they have since committed to meeting our requests (i.e. free gym slots daily, Monday-Friday). However, it is important for the Union to have a permanent stance and to consistently maintain these services, due to the dynamic nature of TU Dublin since its inception.</p> <p><b>Current Stance of the Union</b></p> <p>Students are already suffering from the cost-of-living crisis in several ways. This includes the rising price of canteen food across all sites, the ongoing cost of supplemental exams, the potential increases in Postgraduate fees, the current lack of commitment by TU Dublin to increase PhD stipends, and unpaid placements.</p> <p>The lack of free access to gym facilities only serves to worsen the student experience further and lessen overall student satisfaction with TU Dublin, which according to respondents in ISSE 2022, was 10% worse compared to traditional Universities. The Campus Vice Presidents, with oversight by the President, must therefore:</p> <ol style="list-style-type: none"> <li>1) Continuously lobby the University for 'free gym hours' on each weekday (Monday-friday) on any given campus with gym facilities.</li> </ol>	<p>13/02/27</p>

<p>2) Continuously lobby the University to remove the fee required for students to use the sports hall in Blanchardstown and Tallaght campus.</p> <p>The Campus Vice Presidents must also present updates to Student Council whenever gym hours are reduced/rescinded by the University, as well as a clear action plan on how they intend to revert such decisions</p>	
<p><b>8. <u>Holistic Support of Transgender Students in TU Dublin</u></b></p> <p><b>Introduction</b></p> <p>There are a number of surveys that have been carried out over the past decade on the topic of Trans Mental Health and Wellbeing. These include the ‘UK Trans Mental Health Study 2012’ (the largest survey of its kind in Europe at the time), ‘Speaking from the Margins’ (the largest study of its kind in Ireland at the time), and the ‘LGBT Ireland Report’ (where over 278 of its respondents identified as transgender). Statistics from these surveys all broadly follow the same pattern; those who identify as transgender are at a significantly higher risk for self-harm (x2), severe depression and anxiety (x4), and suicide (x3) compared to the general population.</p> <p>Transgender people are also more likely to commit suicide than lesbian, gay, and bisexual people. These studies also illustrate that the overwhelming majority of participants are more satisfied with their lives after transitioning (70%), are more satisfied with their body since undertaking hormone therapy (85%), and are more satisfied generally after gender-affirming surgery (87%). For those who were less satisfied, interestingly, the reasons provided were nearly exclusively ‘transphobia’, ‘loss of family or friends’, ‘significant costs’ and ‘poor surgical outcomes’ [all external factors rectifiable by social change + medical improvements]. Finally, each of these reports highlight the poor quality of Gender Identity Services available to Transgender people.</p> <p>In the UK, 62% of respondents reported multiple negative interactions, with 27% reporting withholding information out of fear of treatment being stalled or stopped. In Ireland, over 60% of participants were dissatisfied with their experience of Gender Identity services, 10% waited over three years for an initial referral appointment, and over 10% reported staff deliberately using incorrect pronouns. What does this data mean? All of the data, regardless of location or year of publication, provides the same result.</p> <p>Transgender people (many of whom are students in institutions like TU Dublin):</p> <ol style="list-style-type: none"> <li>1) Are at a higher risk of life-threatening conditions</li> <li>2) Benefit significantly from gender-affirming care</li> <li>3) Lack adequate access to efficient, compassionate, life-saving care</li> </ol> <p>Current State of Transgender Healthcare in Ireland The National Gender Service (NGS) recently reported that they are “seeing people referred between three and three and a half years ago”.</p>	<p>13/02/27</p>



However, this statement is fundamentally misleading given the exponential growth of wait lists; statistical analysis of data accessed through a Freedom of Information (FOI) request indicates that those added to the list now may be waiting over 9 years to be seen. Waiting times of this length, as evidenced by the myriad of statistics above, are increasing the risk of self-harm and suicide amongst an incredibly vulnerable population. Despite these abhorrent wait times, the NGS continues to advise GP's not to prescribe Hormone Replacement Therapy (HRT), a life-saving intervention, to transgender and non-binary patients. This has, unsurprisingly, lead to increasing numbers of transgender people 'self-medicating' (taking HRT medications accessed through unregulated sources). Furthermore, the NGS also advises GP's not to provide blood tests or ongoing monitoring to Transgender individuals who are 'self-medicating'.

Finally, the HSE has failed to establish a public transgender healthcare service for those under the age of 18; this effectively means that there is no healthcare for transgender children or adolescents. Stance of the University TU Dublin's 'Gender Identity and Gender Expression Policy for Staff and Students' states that "We are committed to supporting students and staff at all stages of their transition journey." Despite this, TU Dublin has, to date, failed to illustrate this through action.

For example, gender neutral signage for bathrooms in Grangegorman (which were in the original blueprints) took 3+ years to retrospectively order. This was despite lobbying from the LGBTQ+ Society, the Union, funding being provided, innumerable emails from the SU President, threats of media action, formal committee structures, engagement with the EDI (Equality, Diversity & Inclusion) department, and informal requests for help. Similarly, proposals for the establishment of a 'T-Fund', in partnership with the University, have been denied formally on multiple occasions. The first proposal was only denied after repeated requests for feedback across several months (which were consistently ignored), while the second proposal was shut down via a formal committee discussion. Stance of the Union TU Dublin has a student population of nearly 30,000 students; statistically, a significant number of these students will, and do, identify as Transgender.

The Union, aligning with its constitutional mission, will therefore seek to advance and defend their rights. Furthermore, it is the view of the Union that the current treatment of Transgender people in Ireland is in breach of several fundamental human rights under the Irish Constitution. Finally, the Union believes that, while the University often relies on its 'policies' to support Transgender students and staff, these policies consistently fail to produce any meaningful action or change that would tangibly improve the quality of life for these same people.

### **What actions can the Union Take?**

The Union has, over the years, evidenced its attempts to improve the lives of transgender students in TU Dublin. However, the Union must now formalise its beliefs, views, and actions, to ensure that it properly, and consistently, advocates for students.

The Union will therefore commit to the following actions / goals:

### **1. Advocate for the use of Pronouns in Email Signatures**

All Officers of the Union (Full-Time and Part-Time) will firstly ensure that they include their pronouns in email signatures. Secondly, they will ensure that all relevant Union media contains pronouns as appropriate. Thirdly, the VP for Welfare & Equality, will circulate an email annually to all staff within the University, explaining the importance of pronouns, and requesting they include pronouns in their email signatures.

### **2. Advocate for Gender Neutral Signage in TU Dublin & Nationally**

The Union will advocate for appropriate gender-neutral and inclusive bathrooms to be available across all TU Dublin sites, for both staff and students. This must also extend to changing facilities in campuses such as Central Quad and Tallaght, where culinary courses exist. Where changing facilities do not meet this requirement (such as in Central Quad), the Union must take action via emails, formal committee structures, and if necessary, media. The Union will also more generally advocate for the normalisation of gender-neutral, inclusive facilities across Ireland.

### **2. Host an Annual 'Pride Week'**

The Union must commit to running an annual 'Pride Week' campaign. This campaign must include a mix of events i.e. some must be 'social/entertainment', while others must be 'educational/informative'. This campaign must platform important topics such as the inadequacy of transgender healthcare, and other topics deemed relevant that year. This campaign must be carried out in consultation with all TU Dublin LGBTQ+ societies (or equivalents) to prevent duplication of work / de-platforming of other queer voices (e.g. the campaign should not run immediately before/after a society's equivalent 'Rainbow Week', and should not be called by the same title, if at all possible).

### **3. Platform the Experiences & Views of Transgender Students**

The Union must consistently seek the experiences and views of transgender, non-binary, and gender non-conforming students, particularly when drafting relevant policy, organising relevant events, and when platforming topics that relate to Transgender students.

The VP for Welfare & Equality must meet with all TU Dublin LGBTQ+ societies (or equivalents) at least twice a semester to evaluate current needs, evaluate progress on policy, and celebrate wins.

### **4. Support Transgender Organisations**

The Union will actively endorse, platform, work with, and support the actions of transgender organisations such as Transgress the NGS, TENI, Trans Harm Reduction, Trans Pride Ireland, and others that work to maintain and improve the rights and welfare of Transgender people.

#### **5. Participate in all related Direct Actions**

The Union will ensure consistent, in-person support, wherever possible, for direct actions, protests, and other 'influential' events organised by these groups. This means that, where possible, there should be at least one Full-Time Officer present at all times.

#### **6. Ensure the Establishment of a T-Fund Initiative (by TU Dublin)**

The Union must prepare a comprehensive proposal document, regarding the establishment of a 'T-Fund' (Transgender Fund), for submission to the University. The purpose of this TFund must relate specifically to offering financial assistance to trans/non-binary students to support 'social transitioning'.

This submission must be completed by January 2024, and should be submitted to the following areas:

- 1) The Student Experience Committee
- 2) The Governing Body EDI Sub-Committee
- 3) The Director of EDI Should the proposal be denied, the Union should immediately communicate this decision (and rationale) with Student Council, and prepare an escalation plan.

This escalation plan must include alternative routes of proposal, media, and direct actions. This plan, once approved by Council, must be enacted as soon as is reasonably possible.

#### **7. Denounce the current system of Trans healthcare in Ireland**

The Union must, wherever relevant and legally possible, denounce the NGS (National Gender Service), and all other relevant parties (such as the HSE and Government), for the abhorrent wait lists, mismanagement of care, and pathologizing of Transgender people.

The Union must carry out actions that seek to improve/overhaul this system of care, and criticise it wherever relevant in media. This must include a statement from the Union Executive, to be published before March 2024.

#### **Summary**

<p>These actions must be championed by the VP for Welfare &amp; Equality, with oversight by the President, and questioned regularly at Council by the Part-Time Officer for LGBTQ+ Rights.</p>	
<p><b>9. <u>Stance on ‘Confession Pages’</u></b></p> <p>Anonymous ‘Confession Pages’ are online platforms or spaces where individuals can share their thoughts, feelings, secrets, or experiences without revealing their identity.</p> <p>These pages typically allow for people to submit content anonymously and are subsequently posted onto the platform for anyone to read. Confessions pages are becoming increasingly popular amongst university communities, with Instagram being the platform of choice for Irish HEI’s (Higher Education Institutions). TU Dublin has seen multiple iterations in the last 3-4 years. They are often popularised by fellow students who share what they perceive to be ‘interesting’ content; this inherently creates a space where ‘shock value’ confessions are preferred.</p> <p><b>Major Concerns</b></p> <p>These pages typically begin with relative ‘innocence’ but quickly become vectors for racism, xenophobia, classism, sexism, harassment, and bullying. There have already been several iterations of ‘TU Dublin’ related pages because previous versions have been shut down for ‘confessions’ that were deemed highly offensive to a significant number of people. These pages are often used to target specific people (using names, job titles, and other clearly defining criteria), can be easily used to spread false information (given there is no way to verify the accuracy of the information shared), can have a negative impact on an individual’s mental health (people can often fear being targeted, or be upset by the extremist views / racist content portrayed on a platform which allegedly represents their University population), and reinforces a lack of accountability amongst students.</p> <p><b>Stance of TU Dublin SU</b></p> <p>These pages will continue to operate, and future iterations will likely flourish on different and new platforms. While the Union cannot ‘prevent’ this, it can at least mandate its representatives to not platform or engage with them, given the innumerable complaints received by the Union from students about such pages over the past few years. Full- and Part-Time Officers therefore will not platform (i.e. post, share, follow, or otherwise promote) any ‘Confessions Pages’ associated in any way with TU Dublin or TU Dublin SU. Full- and Part-Time Officers will also discourage other Union representatives (i.e. Student Councillors, Class Representatives, etc) from platforming these pages, given their tendency towards far-right rhetoric, extremism, racism, sexism, classism and xenophobia.</p>	<p>02/03/25</p>
<p><b>10. <u>Fair Pay for Work</u></b></p> <p>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>18/4/26</p>

<p>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>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>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>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>	
<p><b>11. <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> </ul>	02/03/25

<ul style="list-style-type: none"> <li>• That there should be an overall TU Dublin Student charter which is established in conjunction with TU Dublin Students' Union.</li> </ul>	
<p><b>12. <u>Academic Affairs</u></b></p> <p>In line with the role description of the Vice President for Academic Affairs this policy further expands on the Academic Affairs remit in TU Dublin Students' Union.</p> <ul style="list-style-type: none"> <li>- Representation &amp; Advocacy: Lobbying for students on issues related to their education in TU Dublin and ensuring that the student voice is heard in all University academic decision-making structures, policy areas and processes.</li> <li>- Class Representative Oversight: Coordinating the development and promotion of Class Rep elections on all campuses to increase active participation and engagement in the Class Rep system. Ensuring sufficient training and other events for Class Reps to improve their ability to advocate for student groups and improve the academic experience at TU Dublin.</li> <li>- Monitoring Academic Affairs Casework: Work with the Student Advice &amp; Advocacy Service to identify key trends in Academic Affairs related casework and work to address them within the University.</li> <li>- Event &amp; Campaign Planning: Organising and delivering information and awareness events and campaigns including but not limited to information on students' rights and university regulations, feedback opportunities, and other areas in line with their agreed political platform.</li> <li>- Policy Development: Developing and implementing Union policy positions on academic matters for consideration and approval of Student Council and reporting on this work to Council.</li> <li>- Meeting Preparation: preparing representatives for meetings in all forms from Class Rep Meetings to University Meetings – agreeing agendas, positions, speakers and any other relevant information ahead of time to ensure the best use of our seat at the table.</li> </ul> <p>This policy repeals the previous 'Education' Policy.</p>	12/12/26
<p><b>13. <u>Student Survey</u></b></p> <p>StudentSurvey.ie (formerly known as ISSE, the Irish Survey of Student Engagement) is a collaborative partnership between the HEA (Higher Education Authority), IUA (Irish Universities Association), THEA (Technological Higher Education Association), and USI (Union of Students in Ireland).</p> <p>Since its inception in 2013, its main purpose (according to THEA) was to help each institution and its students by collating feedback and developing appropriate follow-up actions; objectives included improving transparency in relation to the student experience, enabling direct student input, and helping institutions identify areas requiring further development.</p> <p><b>Stance taken by TU Dublin SU</b></p>	13/02/27

<p>TU Dublin SU accepts the value that a well-run, relevant, nationwide survey could have for its students. For this reason, the Union will seek to work with StudentSurvey.ie in order to ensure that all of the complaints listed previously (including but not limited to: survey length, questions themselves, length of time taken for results, lack of resulting action plans) are amended before the next iteration of Student Survey. The Union will also seek to work with StudentSurvey.ie to reimagine the survey in its entirety.</p> <p>However, prior to the next rollout (expected in the academic year 25/26), should StudentSurvey.ie not be deemed 'fit-for-purpose', TU Dublin SU will then seek to boycott it. This decision will be based on the recommendation of the Executive (championed by the VP for Academic Affairs), which will ultimately be voted on by Student Council.</p>	
<p><b>14. <u>Drug Harm Reduction</u></b></p> <p>TU Dublin Students' Union is the largest students' union in Ireland with approximately 29,000 members.</p> <p>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'.</p> <p>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:</p> <p>"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"</p> <p>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 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>14/12/24</p>

<p>The lack of free access to gym facilities only serves to worsen the student experience further and lessen overall student satisfaction with TU Dublin, which according to respondents in ISSE 2022, was 10% worse compared to traditional Universities. The Campus Vice Presidents, with oversight by the President, must therefore:</p> <ol style="list-style-type: none"> <li>1) Continuously lobby the University for 'free gym hours' on each weekday (Monday-Friday) on any given campus with gym facilities.</li> <li>2) Continuously lobby the University to remove the fee required for students to use the sports hall in Blanchardstown and Tallaght campus.</li> </ol>	
<p><b>15. <u>Mental Health</u></b></p> <p>Part Time Officer Well-being  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>Access to Student Counselling  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> <p>Mental Health Campaign  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>	02/03/25
<p><b>16. <u>Sexual Health</u></b></p> <p>Sanitary Products  All TU Dublin SU offices / bathrooms will have emergency supplies of period products.</p> <p>Consent  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>	02/03/25



<p>Condom Distribution  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>	
<p><b>17. <u>Support to the Traveller and Roma Community</u></b></p> <p>TU Dublin is one of Ireland's largest third-level bodies that encompass over 30,000 students across its three campus locations. With that title and breadth of influence, comes a large responsibility to the communities within the University and the surroundings.</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 access (and progression) to (and throughout) education is free from stigma, hatred, bigotry or unnecessary barriers.</p>	<p>16/4/27</p>
<p><b>18. <u>TU Dublin SU RAG Charity</u></b></p> <p>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>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 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.</p>	<p>01/03/26</p>

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.