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Student Council Motion:zero tolerance policy

Proposer: **Zac Pritchard**

Seconded:

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**Student Council Notes:**

1. The Hidden Marks report, published by the NUS Women’s Campaign, revealed that 68% of women students have experienced sexual harassment while a student at their institu­tion. Many women students reported experiencing persistent harassment in pubs of the type held at many unions, and reported that this kind of behaviour was seen as normal at such an event.

**Student Council Believes:**

1. We believe when people have experienced sexual harassment we should have clear policy to report this and sign post where to get help i.e. counselling
2. As a student council believe no one should just “put up” / “man up” with sexual harassment. We as a Union take a view that harassment will not be tolerated those who commit these acts should be stopped and put to a disciplinary committee.
   1. Also if necessary, the Union should pass all information onto the Police for safeguarding.
3. We have confidence in the current NUS Women’s campaign definition of sexual harassment and feel this would serve our membership also.
   1. The current definition is, “the defining characteristics of sexual harassment are that it is unwanted, persistent and of a sexual nature”.
   2. Examples include;
      1. Unwelcome sexual invitations, innuendoes, and offensive gestures
      2. Groping, pinching or smacking of your body, such as your bottom or breasts
      3. Someone exposing their sexual organs to you without consent

**Student Council Resolves:**

1. This current executive committee to start outlining a policy of Zero tolerance ready for the new committee to finish. This policy will take time and the experience of this committee should be taken into account.
   1. This policy should include:
      1. Review current sexual harassment of the student union
      2. Review and recommend changes to University sexual harassment
      3. A “non gendered” approach to harassment policy
      4. How will all current staff be trained in this policy?
      5. Pathways of how to report harassment should be reviewed. How are these advertised?
      6. Zero tolerance stickers should be used affectively and this should be part of policy.
   2. Training of sports clubs and societies should include education on sexual harassment. This may reduce homophobia, sexism and disablist attitudes.
2. This should be done through a launch day to advertise to as many students as possible.
3. We should aim to get accreditation to become a “Zero tolerance” union.

Signed by Proposer Signed by Seconder