

Zero-Tolerance Policy towards Discrimination, Bullying and Harassment

Union Notes

1. The University of Hull has a diverse student population. In 2010/2011, the following figures were reported:
 - 46% of registered students are Male, 54% Female
 - 13% of students are International students
 - 8.8% of students are registered as Disabled
 - 44% of students are classed as Mature (age 25 and over)
 - 16% of students are BME and international students
 - The HoU has a hyper-diverse community
 - 120 different countries make up the UoH student population.
 - At least 1.5% of the UK population define as LGBT according to the Office for National Statistics.
 - For many lesbian, gay, bisexual or trans (LGBT) students, college and university is also a time where they are able to explore and define their gender and/or sexual identities, unrestrained by previous school and family life.
2. The Hidden Marks report, published in March 2010 by NUS Women's Campaign, revealed that 68% of women students have experienced sexual harassment while a student at their current institution. Many women students reported experiencing persistent harassment in pubs and club nights of the type held by many unions, and reported that this kind of behaviour was seen as normal at such an event. This report also highlighted that sexual harassment against men can also occur and therefore there should be a gender neutral policy.
3. The Hidden Marks report also revealed that Disabled students also face harassment while they are a student at their current institution.
4. The Race For Equality report, published by NUS Black student Campaign, revealed that one in six of survey respondents reported that they had experienced racism in their current educational institution, and focus group respondents provided a range of examples of either experiencing or observing racism while at University.
5. Discrimination can have a serious negative impact for victims. For example, the Hidden Marks report revealed that victims reported a range of different consequences of violence, stalking and sexual assault on their health, experience of learning, confidence, relationships and mental health.
6. According to the October 2011 NUS report, 'No Place for Hate', nearly 1 in 3 LGB students said they experienced a hate crime related to their sexual orientation during the time they were studying. 45% of trans students experienced hate incidents relating to their gender identity.
7. A Zero Tolerance policy against discrimination aims to help a union create an environment where all students can enjoy time in their Union without being harassed.
8. We note HUU currently has policies against bullying and harassment and has taken disciplinary action against discrimination in the past.

This Union Believes

1. That no student at this institution should be a victim of any sort of discrimination, due to their disability, age, gender, sexual orientation, race, religion, nationality, gender reassignment, pregnancy, maternity/paternity or marriage /civil partnership.
2. That bullying, harassment and discrimination takes place on our campus and in our wider community. This detrimentally affects the experiences of our members.
3. That action should be taken to enhance steps already taken to ensure that all students are able to enjoy Hull University Union without experiencing discrimination of any nature.
4. That education of our members around our values and policies is crucial to creating a safe environment.
5. That adoption and implementation of a Zero Tolerance policy across all HUU activities safeguards all of our members.
6. That discrimination of any kind is opposed to the values and objectives of Hull University Union and those who commit acts of discrimination shall be disciplined for their action.
7. All members, visitors and staff have the right to be in an environment free from intimidation and that the Union upholds the principle of an equal, safe and secure environment for all its members and visitors.

This Union Resolves

1. To promote HUU's Bullying and Harassment Policy to all members and adopt zero tolerance to anyone who does not abide by it. Disciplinary procedures are detailed in 8012. This will include discrimination, bullying or harassment of anyone because of their disability, age, gender, sexual orientation, race, religion, nationality, gender reassignment, pregnancy, maternity/paternity or marriage /civil partnership.
2. To signpost to support for all those who have suffered from bullying and harassment for where we can't provide support.
3. To resource the promotion of this policy each year and mandate that the promotion of zero tolerance be led by VP Welfare in order to educate our members.
4. To train all volunteer officers, Council members and staff of Hull University Union in their responsibilities towards equality and diversity and upholding our values of a safe and secure environment in all aspects of our organisation.