

## Zero Tolerance Policy towards Discrimination, Bullying and Harassment

### Statement

Hull University Union believes that all students, regardless of their circumstances, background or protected characteristics deserve to be treated with respect and dignity during their time at Hull University Union. Hull University Union is committed to providing equality of opportunity and will not tolerate any harassment, discrimination or bullying towards any of its members or staff. Hull University Union is committed to providing an inclusive environment for all students. Hull University Union's values of – Be Outstanding, Learning, Innovative, Openness, Student Led, Team Spirit and Equality are opposed to discrimination of any kind, and this type of behaviour will not be tolerated.

This policy ensures the safety of all HUU members, elected officers and staff, and allows all members to enjoy their involvement with HUU free from the fear of any manner of bullying, discrimination or harassment. All members of Hull University Union will be treated fairly, with dignity and respect. We will make sure that we provide a safe, supportive and welcoming environment in which our service and opportunities are open to all.

### Purpose

Bullying, harassment and discrimination take place in our community and on our campus. This detrimentally affects the experiences of our members. This policy will take the necessary steps to ensure that all students are able to enjoy Hull University Union without experiences of discrimination of any nature. This policy will ensure HUU is an environment in which its members and visitors can study and partake in other activities with respect and dignity.

### Scope

This policy applies to all members of staff, members and visitors of HUU. If you are a member of University staff – you should look at the [Prevention of Harassment policy](#).

### Defining Discrimination, Bullying and Harassment

It is important to note that the [Equality Act 2010](#) states that protected characteristics [defined as the grounds upon which discrimination is unlawful] are,

- Age;
- disability;

- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Discrimination is defined as the unjust or prejudicial treatment of different categories of people, especially on the grounds of [but not exclusive to] race, age or sex. The Equality Act 2010 states that:

Harassment is unwanted, unreasonable and offensive conduct by one or more people against one person or a group of people which causes offence, embarrassment or tension. It is important to understand that it is the perception of the recipients which may define harassment. There could be harassment even when there was no intention to harass. Incidents might involve, for example, issues of race, colour, ethnic and national origins, sex and disability.

Bullying is defined as using 'superior strength or influence to intimidate (someone), typically to force them to do something'. Any of these behaviours are not acceptable to HUU, and relevant disciplinary procedures will be enforced should they be necessary.

### Implementation

- HUU will promote diversity by continuing to ensure our opportunities and services are open to all, and address those which are deemed not to be through ensuring each member of staff is made aware of this policy, and this policy is at the heart of everything we do.
- We will continue to make reviews of our policies and procedures in a timely manner. This policy will be reviewed by UEC and Union Council every two years.
- We will continue to ensure our staff and students are educated on this policy and will continue to provide training to ensure it is easy for all to abide by our policy and be aware of the signs of discrimination, bullying and harassment.
- We will apply relevant disciplinary procedures when necessary to enforce this policy and ensure that members and staff of HUU are treated with respect and dignity throughout their time at HUU.
- The responsibility of the upkeep of this policy will lie with the VPWC, and the rest of the union executive committee.

### Monitor and Review

HUU will continue to monitor this policy every two years to ensure it protects all students through good practice, and is in line with current legislation.

We will consult widely with the University's Equality and Diversity Advisory Group, and other relevant stakeholders on a regular basis.

HUU will continue to ensure its staff members are working in line with this policy through its integration into daily working life.

### Where to go?

If, as a student you feel you are the victim of discrimination, harassment or bullying please contact our Advice Centre on the third floor of the union. We will take each case seriously, to ensure our students continue to work, study and relax in a safe space.

Passed at UEC: 6 April 2016

Passed at UC: 11 April 2016