

Zero Tolerance Policy

Statement:

Hull University Union (HUU) has a zero tolerance stance to discrimination, bullying and harassment. We are committed to providing equality of opportunity and believe that every individual deserves to be treated with respect and dignity during their time at the University of Hull in line with the organisation's values.

For the purposes of this policy Discrimination and Harassment are understood as that stated in the [2010 Equalities Act](#). As bullying is not defined in the 2010 Equalities Act it will be therefore be understood as that outlined on the gov.uk website.

It is important to recognise that it is the perception of the recipient which may define discrimination, bullying and harassment and as a result of this there could be harassment even when there was no intention to discriminate, bully or harass.

Purpose:

The purpose of this policy is to ensure that all students and staff are able to enjoy HUU and all HUU activities and events without fear of discrimination, bullying and harassment. Discrimination, bullying and harassment are not acceptable on any level to any individual or group of people as a result of, but not limited to:

1. Age
2. Disability
3. Gender identity
4. Gender expression and presentation
5. Relationships
6. Pregnancy and maternity
7. Race
8. Religion or Belief
9. Sex
10. Sexual Orientation

Implementation:

This policy will be implemented in the following ways:

- Clear disciplinary processes from start to finish as follows:
 1. Student to complete a [Complaints Form](#) and return as indicated on the form
 2. This will then be picked up by an appropriate member of HUU staff who will then follow the most appropriate procedure, which may include both HUU and University procedures where necessary.
 3. This will then be followed by actions deemed appropriate by the nature of the complaint. Possible outcomes may include but are not limited to:
 - Informal resolutions where appropriate

- Formal apology
 - Suspension from all HUU activities
 - Suggested University Misconduct procedure
- This policy will be circulated to societies, sports teams, standing committees and wider members of HUU through website and at presidents training for Sports teams, Societies and Standing Committees where presidents and chairs of the standing committees will be required to sign the policy.
 - Continue to ensure all staff undergo adequate and regular training in regards to this policy and its implementation.

Monitor and Review:

This policy will be reviewed every three years by the Welfare and Community Officer and brought for discussion at Union Council annually