



# Zero Tolerance Policy

## Statement

Hull University Union (HUU) has a zero tolerance stance on 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 and as a member of Hull University Students' Union in line with the policies and governance of the organisation.

For the purpose of this document, 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 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. As a result of this, there would be discrimination, bullying or harassment even when there was no intention to do so.

## Purpose


The purpose of this policy is to ensure that all students and staff enjoy HUU and all HUU activities and events without fear of discrimination, bullying or 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 reassignment
4. Marriage and Civil Partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

## Implementation

This policy will be implemented in accordance to the Hull University Union Complaints Policy and the Hull University Union Disciplinary policy.

1. HUU has a complaints policy which can be found on its website. Complaints can be made verbally to a HUU member of staff or by going to our website and clicking on contact us. Follow the



instructions at the bottom of the page or by sending a complaint to [huu-complaints@hull.ac.uk](mailto:huu-complaints@hull.ac.uk)

2. If a complaint raised refers to an incident/s alleged to have happened in HUU premises or at a HUU official function or activity off campus, run by the Union, a society, sports club, or standing committee it is likely to be dealt with as a disciplinary matter.
3. This will be followed by actions deemed appropriate by the nature of the complaint.

#### 4. Review

This policy will be reviewed every three years.

Next review date: September 2022