

All policy passed 3 March 2016

1873 Unnecessarily gendered products

Proposer – Amira Izeboudjene (Womanist)

Secunder – Jack Robinson (Non-Portfolio Officer)

Union notes:

- That concerns have been raised about gendered pricing differences within Union commercial services.
- That a study conducted by The Times concluded that on average products marketed at women are 37% more expensive than the male counterparts. (The Independent)¹
- That products specifically within the beauty industry often charge more towards men for the same products. (The Independent)¹
- That gendered products reinforce the gender binary.

Union believes:

- That we should spread gender equality throughout all of our commercial services.
- That charging different prices for the same products on the basis of gender is unfair and against our values.
- That pointlessly gendered products reinforce unwelcome stereotypes.
- That gendered products often depict the female gender as being weaker to that of the male gender and come from an ideological patriarchal society in which we live.

Union resolves:

- To ensure that in all of our commercial services we do not charge different prices for the same products that are gendered and that any uncertainties surrounding similarity of products are dealt with by the Women's Officer in conjunction with the Chair of Management Committee.
- To review the purchasing of products that are inherently gendered when a gender neutral option may be available.
- To encourage purchasing of gender neutral products within our outlets where possible.

¹ <http://www.independent.co.uk/news/business/women-paying-more-than-men-for-everyday-product-thanks-to-unacceptable-gender-price-gap-a6820816.html>

1874 Hidden course costs are still a problem

Proposer: Cameron Mellows (Non-Portfolio Officer)

Seconder: Connor Rand (Undergraduate Education Officer)

Union notes:

1. Policy 1859 It's Time to Talk about Costs on Campus.
2. The Union's 'The Real Costs of Study' report which highlighted concerns around major costs on courses that students were unlikely to know of or budget for.
3. The previous Union policy on hidden course costs has now lapsed.
4. That many students still incur major costs on their course, for instance Health Sciences students.
5. That some of these costs are now listed on the University's website at <https://www.uea.ac.uk/about/legalstatements/finance-and-fees/additional-course-fees>
6. These additional costs include reassessment fees; Disclosure and Barring Service checks (for Counselling, Physical Education, Medicine, PGCE, Pharmacy and Social Work students); membership of relevant professional bodies (required for Occupational Therapy, Physiotherapy and Speech and Language Therapy Students, as well as BSc Midwifery students); field trips and courses; placement costs; textbooks; printing coursework assignments and a UEA branded PE kit for Physical Education students.
7. Student feedback consistently shows concerns with costs and financial matters.
8. Hidden course costs has been part of the Union's 'Cost of Living' priority campaign and the National Union of Students' 'Cut the Costs' campaign.
9. Last year the University agreed to provide free lab coats and safety goggles for all new first year SCI students.

Union believes:

1. Students remain extremely concerned about financial costs and some are struggling to make ends meet.
2. Students should not be expected to pay for compulsory course costs – the University should fund these costs.
3. Putting course costs on an obscure part of the website should not be seen as a solution to tackling hidden course costs.
4. These costs remain largely unknown about by students until the cost is incurred. Therefore they are difficult to budget for and hit students from poorer backgrounds hardest, damaging access, widening participation and student retention.

5. Lobbying the University on financial costs and hidden course costs should remain a UEA SU priority in the future.

Union resolves:

1. To continue to raise the issue of hidden course costs with the University at all relevant meetings and committees including Learning and Teaching Committee, Student Experience Committee and Faculty Learning Teaching Quality Committees.

2. To make clear our view to the University that all compulsory costs should be covered by the institution.

3. To include a section on hidden course costs in any 'Costs on Campus' report.

1875 Save Our Human Rights Act

Proposer: Amy Rust (Debating Society)

Seconder: Chris Ball (Psychology Society)

Union Notes

1. The Human Rights Act was put into UK Law in 1998 by the last Labour Government.
2. The Tories want to attempt to scrap the Human Rights Act and replace it with a 'British Bill of Rights'.

Union Believes

1. The Human Rights Act to be one of the greatest achievements of the last Labour government.
2. Any attempt by the Tories to scrap, weaken or water down the Human Rights Act is an attack on the Human Rights of us all.
3. That Human Rights are universal, and should not be defined by a country or vary from state to state. That the Union should loudly and vociferously oppose any attempt to scrap or replace the Human Rights Act.

Union Resolves

1. To campaign against any attempt to scrap the Human Rights Act.
2. To encourage NUS to campaign to protect the Human Rights Act on their campuses to build a national student campaign to protect our Human Rights Act.

1876 Protecting LGBT+ Refugees and Asylum seekers

Proposer: Sharmin Hoque (LGBT+ Caucus Women's rep)

Seconder: Chris Ball (Psychology society)

Union Notes

1. That since the outbreak of the Syrian Civil War an estimated 9 million have been forced to flee their homes.
2. Millions more have fled the region since the conflict with Daesh began.
3. LGBT people are frequently killed for their sexuality by both Daesh and the Syrian government.

Union Believes

1. That Britain's support for LGBT Human Rights shouldn't stop at our border.
2. That LGBT people are fleeing persecution by cruel parties who would execute them for their sexuality.

Union Resolves

1. To campaign for the government to extend asylum to LGBT refugees fleeing homophobic persecution.
2. To lobby the government to use the department for international development to promote LGBT human rights worldwide.

1878 Amendment to the Byelaws – Allowing Caucuses and Assemblies to Describe Their Membership How they Wish

Proposer: Chris Jarvis (Campaigns & Democracy Officer)

Seconder: Liam McCafferty (Postgraduate Education Officer)

Union Notes:

1. The 2015/16 academic year was the first that we formally wrote into the constitution the ability for liberation groups and specific demographics of students who have specific needs or problems to self organise, set their own policies and hold the officers they elect to account
2. The framework within the constitution for these is rigid and was designed to reflect existing language used in relation to the respective officer role that coincides with the relevant group of students.
3. A number of these bodies have expressed the wish to change the language used to describe the groups of students that they are the democratic fora for and how they wish to define themselves.

Union Believes:

1. These bodies should be autonomous to take decisions not only on their policies but also on the way they wish to describe themselves and who they wish to permit to attend their meetings.
2. Language can be fast changing, and so rather than bringing a series of constitutional amendments over the years to alter the descriptions of these bodies, we should instead allow greater flexibility about how they choose to describe themselves.

Union Resolves:

1. To add new byelaw 3.8 and renumber accordingly.

Terminology

“3.8 The above caucuses and assemblies may choose how they wish to describe their membership and the terminology they wish to use to describe their meetings.”

1879 Lads in the Lab, Sexism in the Seminar

Proposer: Philippa Costello (Non-Portfolio Officer)

Seconder: Abbie Mulcairn (Women's Caucus)

Union Notes

1. Many women and non-binary students, as well as students who are wrongly misgendered as being women, report experiencing gender-based discrimination within learning and teaching environments.
2. Sexism within 'Lab Culture' has been particularly well-documented, typified by recent comments by Nobel-Prize winning scientist Sir Tim Hunt, who was quoted stating "Let me tell you about my trouble with girls ... three things happen when they are in the lab ... You fall in love with them, they fall in love with you and when you criticise them, they cry." He added that he was "in favour of single-sex labs" but "doesn't want to stand in the way of women." ²
3. Discrimination against women students is not just limited to STEM subjects. Women in other subjects, such as those within Humanities, often report feeling belittled and patronised in seminar discussions and workshops. This is also reflected in the disproportionate numbers of women academics as a whole. ³ Students who are perceived as women, even if they are men or are non-binary, can also face sexism.
4. Casual sexism is still prevalent within many aspects of academia, and the proportional decline through levels of study suggests that some academic cultures are often perceived as unwelcoming for women & non-binary students.
5. Women's Caucus noted that sexism in academia and a lack of female professors is a particular problem at UEA. ⁴ They resolved that Women's Caucus councillors should make tackling academic sexism a particular focus this year.

Union Believes

1. That although substantial work has taken place on tackling non-academic gender discrimination, more work needs to be done to tackle experiences of gender discrimination specifically within teaching and learning environments.

Union Resolves

1. To conduct a research exercise into self-identifying women students' experience of sexism within learning and teaching spaces on campus, and to include students who are perceived as women in this research exercise.
2. That a consequent report should be released including recommendations on how to tackle chauvinistic attitudes within academic culture, improve career progression rates for women, and deal with sexual harassment.
3. That a campaign should be launched along the lines of 'Never Okay' to raise awareness and encourage students to report incidences of discrimination and encourage them to seek support.

² <http://www.telegraph.co.uk/women/womens-business/11664986/Tim-Hunt-science-sexism-row-Women-do-cry-in-labs-but-men-weep-too.html>

³ <http://www.theguardian.com/education/2015/mar/27/university-politics-seminars-are-a-breeding-ground-for-chauvinism>

⁴ Women's Caucus Minutes 28/09/2015 <<http://www.ueastudent.com/main-menu/democracy-reps/liberation-caucuses-and-assemblies/women-s-caucus>>

1880 Reclaim the Night in Norwich

Proposer: Jo Swo (Welfare, Community & Diversity Officer)

Seconder: Asia Patel (BME Caucus)

Union notes

- 1) Women and liberation groups face danger of harassment and violence on nights out based on their appearance
- 2) Whilst Norwich is one of the safest cities in the UK, Prince of Wales Road has been rated as one of the most dangerous streets in the country
- 3) The Union has received training from HollaBack! To provide a 'Good Night Out' venue status against sexual harassment in its venues
- 4) The Union has established its own anti-sexual harassment campaign, Never OK
- 5) 90% of British women report experiencing their first harassing before turning 17 year old ⁱ
- 6) One in three UK female students experience sexual assault or abuse on campus

Union believes

- 1) The Union holds a responsibility to its students even when they're off campus
- 2) Every student deserves the right to a fun, safe and harassment free night out
- 3) We live in a victim-blaming culture that needs to be addressed and challenged
- 4) No individual is responsible for being harassed, the responsibility lies on the person who is harassing

Union resolves

- 1) To facilitate and support in the organising of annual Reclaim the Night events, that focus on intersectionality and student empowerment on nights out
- 2) To mandate the Welfare, Community, and Diversity Officer and the Campaigns and Democracy officer to organise an annual Reclaim the Night event
- 3) To continue to campaign for a safer city for students, by working with night time venues to focus on student safety instead of squeezing student money out of them

ⁱ <http://www.ihollaback.org/cornell-international-survey-on-street-harassment/>