Zero Tolerance to Sexual Harassment

POLICY RESPONSIBILITY: Women’s Officer
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This Students’ Union Notes:

1. The NUS Hidden Marks Report on women students’ experiences found that 68% of those interviewed had experienced sexual harassment.
2. The NUS survey on Lad Culture found that 12% of male respondents had faced unwelcome sexual advances.
3. Many students reported persistent harassment in bars/clubs, stating that this kind of behaviour was seen as normal. This is seen as normal partly due to material that condones sexual assault and therefore contributes to ‘rape culture’ as defined by the NUS.
4. The NUS’ defining characteristics of sexual harassment are that ‘it is unwanted, persistent and of a sexual nature’, including:
   - Unwanted sexual comments/invitations.
   - Groping, pinching or smacking of your body.
   - Having clothes lifted without agreeing.
   - Someone exposing themselves to you without consent.

This Students’ Union believes:

1. All students should be able to enjoy the SU without experiencing sexual harassment.
2. All students should understand consent.
3. Sexual harassment should not be tolerated by the Students’ Union. Perpetrators of sexual harassment should be stopped and disciplined.
4. Material condoning ‘rape culture’ contributes to the problem of sexual harassment.

This Students’ Union resolves:

1. To adopt a zero-tolerance to sexual harassment policy, and publicise it widely in all Union spaces.
2. To use the NUS definition of sexual harassment.
3. Not to sell, advertise, or endorse any material that condones ‘rape culture’.

POLICY HISTORY:
The original policy was passed by Students’ Union Council on 19 May 2013. A revised policy was agreed by Students’ Union Council on 28 November 2013. The above revised policy was agreed by Students’ Union Council on 1 December 2016.

This policy is next due for review in November 2019.