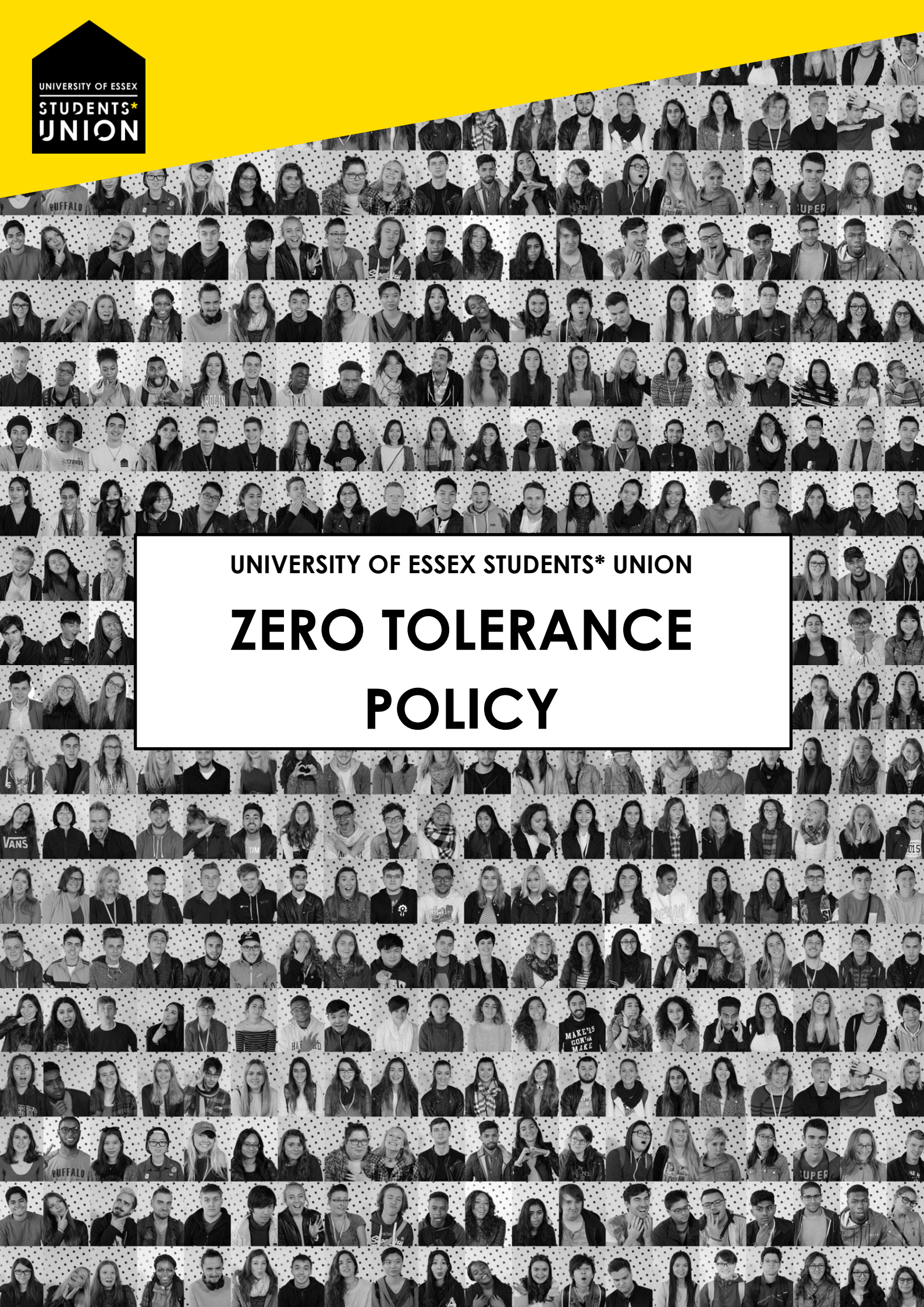


UNIVERSITY OF ESSEX

STUDENTS*
UNION

UNIVERSITY OF ESSEX STUDENTS* UNION

**ZERO TOLERANCE
POLICY**



POLICY NAME

UNIVERSITY OF ESSEX STUDENTS' UNION ZERO TOLERANCE POLICY (January 2019)

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1. Definitions
- 1.1 Sexual Harassment

Sexual Harassment is any action that makes any member of the Union feel unsafe or threatened. This includes unwanted physical contact, exposure of genitalia, abusive verbal language, physical threats, any form of racist, ableist or sexist behaviour or language, or any discrimination in regards to sexuality or gender identity.

1.2 Sexual Assault

Sexual assault, as defined by the UK Government is:

- a. Person (A) intentionally touches another person (B),
- b. The touching is sexual,
- c. B does not consent to the touching, and
- d. A does not reasonably believe that B consents.

1.3 Hate Crime

The UK Government defines a hate crime as crimes committed against someone because of protected characteristics. Crimes committed against someone due to disability, transgender-identity, race, religion or belief, or sexual orientation are hate crimes:

- threatening behaviour
- assault
- robbery
- damage to property
- inciting others to commit hate crimes
- harassment

2. Sexual Assault, Harassment and Hate Crime in Students' Union Venues

- 2.1 Students' Union Venues have zero tolerance of sexual assault, harassment and hate crime. Any person using the Venues can make a complaint to any member of staff if they have been harassed or assaulted during that night. It must immediately be reported to a permanent member of staff, who will handle the incident as outlined below.
- 2.2 A person will be asked to leave any venue or SU premise immediately, without discussion or appeal, if a complaint of harassment is made against them, or if they are seen by a member of staff harassing, assaulting or committing a hate crime.
- 2.3 The person in question will be barred from all Students' Union venues for a period of 2 weeks to allow victims to come forward regarding an incident. After the 2 week period, a decision will be made at the Venues Manager's discretion in line with Students' Union banning guidelines: if the complaint is upheld, a ban will be enforced, the length being decided upon by the Venues Manager in line with Students' Union banning guidelines. If the complaint is not upheld, the person in question will be allowed to return to Students' Union Venues; the name of the person shall be recorded, alongside their PRID and Registration number if they are a member.
- 2.4 Incidents of sexual assault, harassment and hate crime reported to staff members will be logged through the Report and Support system and the Student Conduct office shall be informed.

3. Other cases of Harassment

3.1 Any other reported case of Harassment, where it is reported to the SU and is in relation to anything that is covered by the Students' Union's remit, eg. Sports Clubs and Society shall be immediately reported to the Student Conduct Office and recorded in the register of complaints. Where the complaint is made in relation to a Sports Club or Society, the alleged offender will be suspended from participation in all activities with that Club and Society pending the outcome of an investigation by the Students' Union in line with the relevant body's constitution and code of conduct.

4. Appeals

4.1 An appeal against a decision may be made by a member in writing to the Students' Union President or the Senior Member of Staff (CEO or Deputy Director of Student Services and Support). Any appeal must include details of the time, date, location and the Students PRID and Essex email address. Appeals will follow the format of the Disciplinary Procedure.

5. Impact upon Membership

5.1 Any ban imposed by this policy will not impact upon a member's right to advice, counsel and guidance from the Students' Union via the Executive Officers and SU Advice. A venue ban will not affect membership of Sports Clubs/Societies and vice versa unless the incident was during a Sports Club/Society night out or event.

6. 3 Strike Policy

6.1 Strike One: A 3 strike policy is in place for repeated incidents of sexual assault, harassment and hate crime. If a person is accused of sexual harassment the procedure as outlined in 2.3 shall be followed. If no alleged victims report within the 2 week period, the ban will be lifted and the person shall be allowed back into SU Venues. The name of the person shall be recorded, alongside their PRID and Registration number if they are a member of the Students' Union; this will count as Strike One.

6.2 Strike Two: A person who has already received one strike against them will, upon committing a second act of harassment, be asked to leave the venue immediately. The procedure as outlined in 2.3 shall be followed. The name of the person shall be recorded, alongside their PRID and Registration number if they are a member of the Students' Union. The person shall receive an automatic term ban (typically 10 term time weeks) from all licensed SU venues except the Store. The person shall be emailed to indicate this is their second strike. The Incident shall be reported to the Student Conduct Office.

6.3 Strike Three: A person who has already received two strikes against them will, upon committing a third act of harassment, be asked to leave the venue immediately. The procedure outlined in 2.3 shall be followed. The person shall receive a Lifetime Ban from all licensed SU venues excluding the Store. The name of the person shall be recorded, alongside their PRID and Registration number if they are a member. The person shall be emailed to indicate this is their third and final strike. The incident shall be reported to the Student Conduct Office.

APPENDICES – SUPPORT AND ADVICE

7. Support on Sexual Harassment, Violence and Hate Crime

7.1 Student Wellbeing and Inclusivity Service

The university has a firm stance on sexual harassment, violence and hate crime, and provide a service where you are able to speak in confidence and obtain support on managing and reporting issues. Student Wellbeing and Inclusivity is also a Hate Crime Reporting Centre where you can report incidents of hate crime to the Police as defined in 1.3.

Report and Support Website: reportandsupport.essex.ac.uk

Phone: 01206 873133

Email: wellbeing@essex.ac.uk

7.2 SU Advice

SU Advice is a free and impartial service for students; they also offer advice and support on how to deal with harassment and who to speak to if you wish to report this behaviour.

Phone: 01206 874034

E-mail: suadvice@essex.ac.uk (Colchester); suacsou@essex.ac.uk (Southend); suaclou@essex.ac.uk (Loughton)

8 External and Further Support

8.1 CARA

Centre for Action on Rape and Abuse works with victims and survivors of sexual violence and child sexual abuse, providing independent, specialist support and promoting and representing their rights and needs in Essex.

Telephone: 01206 367881

Helpline: 01206 769795

E-mail: info@caraessex.org.uk

Referral email: <https://www.dpmscloud.com/external/referralformselfessex>

Website: <https://caraessex.org.uk/>

8.2 Victim Support

Offer free and confidential emotional support and practical help to victims of crime, their family, friends and anyone else affected.

Helpline: 0845 456 5995

E-mail: essex@victimsupport.org.uk

8.3 Rape and Sexual Assault Abuse Support Centre

Provides a national helpline for female and male survivors, partners, friends and family. Helpline: 0800 802 9999 (Open daily between noon and 2.30pm and 7pm and 9.30pm)

E-Mail: info@rasasc.org.uk

Website: www.rasasc.org.uk/

8.4 ManKind

Providing services and support for male victims and campaigning to ensure that male victims receive the support they need from other organisations. Offer confidential helpline for male victims of domestic abuse and domestic violence.

Telephone: 01823 334244