

**University Lincoln Students' Union Zero-Tolerance Policy towards  
Discrimination,  
Bullying and Harassment  
Student Council Motion 8<sup>th</sup> February 2013**

**UNION NOTES:**

1. The University of Lincoln has a diverse student population. In 2010/2011, the following figures were reported:
  - At least 1.5% of the UK population define as LGBT according to the Office for National Statistics.
  - For many lesbian, gay, bisexual or trans (LGBT) students, college and university is also a time where they are able to explore and define their gender and/or sexual identities, unrestrained by previous school and family life.
2. The Hidden Marks report, published in March 2010 by NUS Women's Campaign, revealed that 68% of women students have experienced sexual harassment while a student at their current institution. Many women students reported experiencing persistent harassment in pubs and club nights of the type held by many unions, and reported that this kind of behaviour was seen as normal at such an event. This report also highlighted that sexual harassment against men can also occur and therefore there should be a gender neutral policy.
3. The Hidden Marks report also revealed that Disabled students also face harassment while they are a student at their current institution.
4. The Race For Equality report, published by NUS Black student Campaign, revealed that one in six of survey respondents reported that they had experienced racism in their current educational institution, and focus group respondents provided a range of examples of either experiencing or observing racism while at University.
5. Discrimination can have a serious negative impact for victims. For example, the Hidden Marks report revealed that victims reported a range of different consequences of violence, stalking and sexual assault on their health, experience of learning, confidence, relationships and mental health.
6. According to the October 2011 NUS report, 'No Place for Hate', nearly 1 in 3 LGB students said they experienced a hate crime related to their sexual orientation during the time they were studying. 45% of trans students experienced hate incidents relating to their gender identity.
7. A Zero Tolerance policy against discrimination aims to help a union create an environment where all students can enjoy time in their Union without being harassed.
8. We note ULSU has taken disciplinary action against discrimination in the past.
9. Only a third of LGBT students (36.6%) agreed or strongly agreed that equality policies with regards to sport were visible at their institution (NUS: Out in Sport Report 2012)
10. 46.8% of LGBT students who do not participate in sport find the culture around sport alienating or unwelcoming (NUS: Out in Sport Report 2012)

**UNION BELIEVES:**

1. That no student at this institution should be a victim of any sort of discrimination, due to their disability, age, gender, sexual orientation, race, religion, nationality, gender reassignment, pregnancy, maternity/paternity or marriage /civil partnership.
2. That bullying, harassment and discrimination takes place on our campus and in our wider community. This detrimentally affects the experiences of our members.
3. That action should be taken to enhance steps already taken to ensure that all students are able to enjoy University of Lincoln Students' Union without experiencing discrimination of any nature.
4. That education of our members around our values and policies is crucial to creating a safe environment.
5. That adoption and implementation of a Zero Tolerance policy across all ULSU activities safeguards all of our members.
6. That discrimination of any kind is opposed to the values and objectives of ULSU and those who commit acts of discrimination shall be disciplined for their action.
7. All members, visitors and staff have the right to be in an environment free from intimidation and that the Union upholds the principle of an equal, safe and secure environment for all its members and visitors.

#### UNION RESOLVES

1. To enforce a Zero Tolerance policy in disciplinary procedures where discrimination, bullying or harassment has taken place because of one's ability, age, gender, sexual orientation, race, religion, nationality, gender reassignment, pregnancy, maternity/paternity or marriage /civil partnership.
2. To bring together all of University Lincoln Students' Unions disciplinary procedures together into one, improved process that is fair to all involved.
3. To promote ULSU's Zero Tolerance Policy to the student body through a series of campaigns focused on types of discrimination our members face. This will include campaigns against discrimination, bullying or harassment of anyone because of their ability, age, gender, sexual orientation, race, religion, nationality, gender reassignment, pregnancy, maternity/paternity or marriage /civil partnership.
4. To provide support to all those who have suffered from bullying and harassment and for when we cannot offer support signpost the member to adequate, professional support.
5. To resource the promotion of this policy each year and mandate that the promotion of zero tolerance be led by VP Welfare & Diversity in order to educate our members.
6. To train all volunteer officers, Council members and staff of ULSU in their responsibilities towards equality and diversity and upholding our values of a safe and secure environment in all aspects of our organisation.

Signed by\_\_\_\_\_