

# UPDATE THE ZERO TOLERANCE POLICY

## PROPOSER

Emily Lucy King (Student President)

## SECONDER

Hannah Copeland (Vice President Education)

## WHAT WILL WE DO?

1. Update the Union's Zero Tolerance Policy to include any form of discrimination including, but not limited to: racism, ableism, LGBTphobia, Islamophobia, antisemitism etc.
2. Update the Union's complaints and disciplinary processes to reflect this Zero Tolerance approach.

## WHAT IS THE BACKGROUND TO THIS?

3. The Union's current Zero Tolerance Policy<sup>1</sup> is centred around sexual harassment; however, it does not capture other forms of harassment and discrimination.
4. Research from the Union's Big Ask 2021-22 found that Diversity and Inclusion were the third most prevalent theme raised by students, demonstrating how important welcoming and valuing people's differences are.
5. In a 2020 study into racism on British University campuses, "24% of students from an ethnic minority background reported they had experienced racial harassment" further to this "1 in 20 students said racism had made them leave their studies".<sup>2</sup>

## WHAT BELIEFS MOTIVATE THESE ACTIONS?

1. Everyone has the right to feel safe and be treated with dignity during their time at University.

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<sup>1</sup> <https://www.hwunion.com/about-us/policies-and-references/>

<sup>2</sup> <https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged.pdf>

22<sup>nd</sup> March 2022

2. The Union has a duty of care to all students, and its policies and procedures should reflect this.
3. The current Zero Tolerance Policy is important to protect women, but this can and should be extended further to other students who face harassment and discrimination.