**Zero Tolerance Policy**

**This Union notes:**

1. No studies have taken place on the experience of sexual harassment at Heriot-Watt.
2. The Hidden Marks report published by NUS on the experience of women students found: 68% of women students have experienced harassment in or around their institution.
3. Behaviour such as groping, flashing and unwanted sexual comments has become almost 'everyday' occurrences and normalised for some women students.
4. 12% of women students reported being stalked.
5. 1 in 10 women students has been the victim of serious physical violence.
6. 1 in 10 victims of serious sexual assault were given alcohol or drugs against their will before the attack.
7. Students were the majority of perpetrators in most categories of harassment.
8. Many woman students reported experiencing persistent harassment in pubs and club nights held at their union.
9. The defining characteristics of sexual harassment are behaviours are unwanted, persistent and of a sexual nature.

**This Union believes:**

1. The following behaviour is unacceptable:

* Unwanted sexual comments, including comments about someone's body or private life.
* Unwelcome sexual invitations, innuendoes and offensive gestures.
* Wolf whistling, cat calling or offensive sexual noises.
* Groping, pinching or smacking someone's body.
* Moving or grabbing someone's clothes without agreement.
* Exposure of sexual organs without consent.

1. Objectification and stereotyping of women do lead to a culture of sexual harassment and its normalisation.
2. The levels of reported harassment, particularly that of sexual harassment, severely under-represents the true number of incidents due to normalisation of harassment, embarrassment of the individual and fear of repercussions.
3. The students Union has a core principle to be diverse and in the context of this policy that means being inclusive to all students by striving to eliminate sexism detrimental to women students' education.

**This Union resolves:**

1. To take a zero tolerance approach to sexual harassment in the Union in accordance to NUS's definition of sexual harassment.
2. To promote the Unions stance on sexual harassment through a publicity campaign in consultation with the woman forum.
3. To lobby the University to adopt the Union's zero tolerance policy.
4. To ensure a professional and credible complaints procedure in the Union.
5. To ensure all staff are aware and confident in both the policy and implementation.
6. To not display images or publications in the Union which objectify or stereotype people who fall into the protected characteristics of the single equality act 2010.
7. To include a leaflet explaining the Union's zero tolerance policy against sexual harassment in all fresher mailing.
8. To protect and respect the interests of the women students.