

## **Zero tolerance to sexual harassment**

### **General Meeting Notes**

1. The Hidden Marks report, published in March 2010 by the 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 at many unions, and reported that this kind of behaviour was seen as normal at such an event.

2. That the NUS' definition of sexual harassment is as follows:

The defining characteristics of sexual harassment are that it is unwanted, persistent and of a sexual nature. Examples of unacceptable behaviour include:

- Unwanted sexual comments (including comments about your body or private life)
- Unwelcome sexual invitations, innuendoes, and offensive gestures
- Wolf whistling, catcalling or offensive sexual noises
- Groping, pinching or smacking of your body, such as your bottom or breasts
- Having your skirt or top lifted without agreeing
- Someone exposing their sexual organs to you without consent

3. The zero tolerance to sexual harassment campaign has been established by the NUS Women's Campaign. The zero tolerance campaign aims to help unions create an environment where all students can enjoy time in their union without persistent and unwanted attention of a sexual nature

4. That a number of students' unions including Cardiff and Goldsmiths have already successfully implemented a zero tolerance policy in their Unions.

### **General Meeting believes**

1. That no student at this institution should be forced to just 'put up' with sexual harassment, and that action must be taken to ensure all students are able to enjoy the Union without experiencing sexual harassment
2. That sexual harassment should not be tolerated by the Union, and those who commit acts of sexual harassment should be stopped and disciplined for their actions.
3. That sexual harassment is not just experienced by women so this policy should protect all students from everyone who perpetrates sexual harassment including all students, staff and visitors regardless of gender.

#### **General Meeting resolves**

1. To adopt a 'zero tolerance to sexual harassment' policy and to work with the NUS Women's Campaign nationally in the implementation of this.
2. To work towards zero tolerance to sexual harassment in all Union events, activities and publicity.
3. To use the NUS definition of sexual harassment in the zero tolerance campaign
4. To take a plan of action for the implementation of the zero tolerance policy in our union to the Union Executive.
5. To work with interested liberation officers and campaigners, as well as the University's Equality working group, to implement a zero tolerance policy across the whole institution.