



York St John Students' Union Zero Tolerance Policy

The Purpose of the policy

The purpose of this policy is to support the NUS Women's Campaign in improving Zero Tolerance implementation, and also to protect the students of York St John University from behaviours such as bullying, discrimination, harassment, homophobia and transphobia. This policy has been developed following discussion at the York St John Students' Union Student Council, and works in accordance with the NUS reports "Out in Sport" & "That's what She Said".

The Scope of the Policy

York St John Students' Union adopts a Zero Tolerance approach to behaviour that constitutes Sexual Harassment, Homophobia and Transphobia and any form of discrimination against Religion, Age, Gender, Sexual Orientation, Disability or Race.

Sexual harassment: Applies to all genders, and it is defined by the NUS as being: Any unwanted "persistent harassment of a sexual nature". Examples of unacceptable behaviours include unwanted sexual comments "about your body or private life", "unwanted sexual invitations, innuendos and offensive gestures, wolf whistling, cat calling, or offensive sexual noises, groping, pinching or smoking of your body such as the bum or breast, having your skirt or top lifted without agreement, or someone exposing their sexual organs to you without consent." (NUS That's What She Said Report. 2013).

Homophobia & Transphobia: Homophobic behaviour is when hate crimes such as threats, vandalism, violence or degrading homophobic language is used because of prejudice against an individual's sexual identity or orientation. (NUS No Place For Hate Report. 2011).

Outcomes of the Policy

York St John Students' Union aims to discourage any behaviour which could be classed as harassment, bullying, discrimination, homophobia or transphobia.

The Reporting Procedure

Breaches of the policy by students should be reported to the President in accordance with the "Student Disciplinary Policy & Procedure", and if breached by Students' Union staff reported to the relevant line manager in accordance with the "Staff Grievance Procedure". Both policies are available on the 'Documents & Minutes' page of the Students' Union website. Any and all reports will be taken seriously, and dealt with through the relevant aforementioned procedure.



Whistle Blowing

This policy aims to protect not only potential victims but also any bystander on the occasion of an incident. Anyone is invited to make a report either anonymously or named, given they were present when the incident occurred. All reports will be taken seriously and treated confidentially. The suggested anonymous reporting mechanism is in writing or via internal post to the President, York St John Students' Union, Cordukes Building, Lord Mayor's Walk, York. YO31 7EX. If the incident is regarding the President then it should be addressed to the Vice President Welfare & Diversity at the above address.

University and Police Referral

When an incident report has been received, the President will make an assessment based on the evidence in the report how to proceed – with regard as to whether it shall be dealt by the Students' Union, whether it should be referred to the University, or whether the Police should be engaged.

Amy Charlton
Vice President Welfare & Diversity
York St John Students' Union
December 2013