

LSESU should adopt a Zero Tolerance to Sexual Harassment Policy

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This Union Notes

1. [The Hidden Marks report](#), first 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. [NUS research](#) has found that one in four students are subjected to inappropriate touching or unwanted groping.
3. That the standardised definition of sexual harassment, used by those institutions with a 'Zero Tolerance Policy' 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.
4. The zero tolerance to sexual harassment campaign has been established with the aim of helping unions create an environment where all students can enjoy time in their union without persistent and unwanted attention of a sexual nature.
5. That a number of students' unions across the UK have already successfully implemented a zero tolerance policy in their Union. Such as Cambridge, Warwick, and Manchester.

This Union 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 in line with the Student Union's bye laws.
- 3 That current union policy does not adequately reflect how serious and widespread campus sexual harassment is.

This Union Resolves

1. To support the adoption of a 'zero tolerance to sexual harassment' policy that applies to the harassment of any, and all, genders. To be put to the Trustee Board at the next available opportunity.
2. That this policy would extend across all SU activities, including our commercial services and bar areas.
3. To use the NUS definition of sexual harassment in the zero tolerance campaign to maintain consistency between institutions and allow for future assessment of the policy.
4. To ensure that information about the zero tolerance to sexual harassment policy, and what constitutes inappropriate behaviour, is widely available.

See also

<http://www.nus.org.uk/Global/Campaigns/That's%20what%20she%20said%20full%20report%20Final%20web.pdf>

Passed, 20.2.2015

323 in favour (91%)

32 against (9%)

13 undecided