

## **Expect Respect Policy**

SUSU believes everyone should be able to enjoy their time at university and all the experiences that go along with that. We recognise that sometimes things happen that are inappropriate, and which go against our values of being brave, student led, respected, and empowered.

1. Students and members of the Students' Union are expected to:
  - Uphold the agreed code of conduct for clubs and societies, students, and members of SUSU\*
  - Treat all other students, union members, staff and support staff with respect, and not discriminate against or victimise anyone on any grounds that are outlined as protected characteristics in the Equality Act 2010.
  - Hold SUSU accountable through our governing bodies, or procedures put in place, if we fail to uphold this policy.
  - Engage with opportunities SUSU provides to promote #expectrespect

\*this is ongoing

2. SUSU are expected to:
  - Ensure appropriate support and protection is given to students who report or raise concerns about incidents, behaviours or misconduct
  - Have a zero tolerance approach regarding discrimination, prejudice, hate crime, racism, sexual misconduct, and any victimisation through any activity, including online
  - Be proactive, non-complacent and reactive to issues regarding the above.
  - Deliver consistent campaigns centered around the above, with students central to this
  - Follow a fair and just process in disciplining and educating students guided by our process
  - Consistently uphold and remind our expectation of conduct with clubs and societies
  - Celebrate the different communities at the University and SUSU and provide opportunity for these communities to practice their respective activities.
  - Include this policy in our long-term strategy, including but not limited to: our Union Commercial and Services offer, our Core offer, our HR processes.

### **3. Interpretations**

- 'Respect' means treating someone with dignity, without overt or covert discrimination or prejudice, upholding people's boundaries, and ensuring spaces are accessible and tolerant.
- Protected characteristics means the 9 characteristics of a person that are protected under the Equality Act 2010. These are: Age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. SUSU recognizes that these characteristics may be intersectional; people can have more than one protected characteristic.
- A 'Fair and Just' process means in line with our rules and regulations, one which protects and supports all persons involved, and reaches a fair and justified outcome.
- Our disciplinary process is our rules and procedures that are currently in place within SUSU. Should something arise that is not within SUSU's scope, it would be referred to the University for their procedures to be followed (including student non-academic misconduct, dignity at work and study, and HR procedures). Our Governing bodies are: Union Senate, AGMs, and Trustee Board.

- 'Zero Tolerance' means following through with outcomes that can either be educational or within our disciplinary guidelines in all instances.