**DUSA Policy Zero Tolerance to Sexual Harassment, Discrimination, Bullying, Threatening or Intimidating Behaviour**

## **Introduction**

1. The levels of reported harassment, partially that of sexual harassment, severely underrepresents the true number of incidents due to normalisation of harassment, embarrassment of the individual and fear of repercussions.
2. We should be a leading organisation on fighting sexual harassment both in commercial services and charitable objectives by building upon current policies referring to harassment.
3. DUSA 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.

**This Association Believes**

* The following behaviours are unacceptable:
* Unwanted sexual comments, including comments on an individual’s body or private life.
* Comments that can be deemed racist, sexist and disablist
* Unwelcome sexual invitations, innuendos, and offensive gestures.
* Wolf whistling, catcalling, or offensive sexual noises.
* Groping, pinching or smacking someone’s body
* Moving or grabbing someone’s clothes without their consent
* Exposure of sexual organs
* Objectification, fetishisation and stereotyping of individuals based on their gender or sexual orientation does lead to a culture of sexual harassment, sexual discrimination and its normalisation.
* That any plan of action should be gender neutral in its language and approach as all students should be free from sexual harassment regardless of their gender.

**This Association resolves**

1. To take a zero tolerance approach to sexual harassment in ‘DUSA’ as defined below;

‘If the conduct is of a sexual nature; this could include:

* Comments about the way you look which you find demeaning
* Indecent remarks
* Questions about your sex life or sexual orientation
* Sexual demands by a member of your own or the opposite sex
* Incidents involving touching and other physical threats are criminal offences and should also be reported to the police.

Any conduct that is committed with the purpose of, or have the effect of, violating an individual’s dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive environment.’[[1]](#footnote-1)

1. To promote DUSA’s stance on sexual harassment and discrimination through an annual publicity campaign in consultation with the DUSA Executive.
2. To not display images in ‘DUSA’ or any related social media2 which objectify, fetishise or stereotype people.
1. <http://www.equalityhumanrights.com/your-rights/equal-rights/gender/sex-discrimination-your-rights-work/sexual-harassment/sexual-harassment-your-rights>

2 This includes but is not limited to the DUSA Facebook and Twitter accounts. [↑](#footnote-ref-1)