**Appendix Five – Complaints Procedure**

Complaints Procedure

# Purpose of this Complaints Procedure

# The Oxford SU Campaign Code of Conduct ensures our events are as inclusive and safe as possible for people of all identities.

## Following, 1/10/23 all members of Student Union Campaigns are expected to act in accordance with the Code of Conduct and the [University’s Harassment](https://www.admin.ox.ac.uk/eop/harassmentadvice/policyandprocedure/) Policy, both at in-person events and in online spaces. The Code of Conduct applies to all attendees of events, all members of the SU’s online spaces, all Committee members, and all staff, students and non-students involved with a campaign.

* 1. Complaints concerning breaches occurring prior to 1/10/23, are to be treated with equal and valid consideration, regardless if the complainee were a member of the University, SU or any Campaign at the time. Members who do not wish to be potentially held accountable by this procedure should revoke their membership of any SU camapigns prior to this date.

## As outlined in the Code of Conduct, the SU campaigns do not tolerate any form of harassment or victimisation, including but not limited to racism, queerphobia, misogyny, xenophobia, classism, anti-Semitism, islamophobia, ableism or otherwise bigoted views.

## This document, the Complaints Procedure, explains how campaigns shall address complaints of behaviour which violates the Code of Conduct and compromises the safety of members of our community at campaign events.

## Pursuant to the Complaints Procedure outlined below, campaigns reserve the right to take measures in response to an individual’s behaviour at non-campaign events if they compromise the safety of members of the student community at a campaign event.

## University of Oxford students can, in addition, seek support from:

### University harassment advisors;

### college harassment advisors (for members of Oxford colleges);

### their college deans or other officers with pastoral responsibilities;

### the Common Room welfare or equal opportunities officer;

### a student peer supporter;

### the University Counselling Service;

* + 1. the University Student Resolution Services

### OUSU’s Student Advice Service;

### the Oxford Sexual Harassment and Violence Support Service.

### More information about support is available on the [Oxford Students harassment page](https://www.ox.ac.uk/students/welfare/harassment?wssl=1).

## The remainder of this document describes the process for applying the Code of Conduct in a reasonably practically consistent, proportional, and accountable manner, such that it may promote the harmony and tranquillity of campaigns. To this end, these procedures should be used to protect rather than to punish, to foster empathy rather than division, and to promote restorative over punitive justice.

# Composition of the SU’s Campaign Welfare Committee

## The VP for Welfare shall be chair of the Campaign Welfare Committee (CWC), responsible for its administration, minuting, the schedule of its meetings and communications made on its behalf, unless otherwise specified.

## The Campaign Welfare Committee shall adjudicate complaints alleging a breach of the Code of Conduct in strict accordance with the Complaints Procedure. The CWC shall act as a neutral decision making body, aiming to protect the welfare and safety of all campaign members and campaign event attendees.

## In addition to the chair, the Campaign Welfare Committee shall be composed of a Welfare Delegate from each SU campaign,

## Campaign co-chairs should aim to appoint a campaign welfare delegate (CWD) and, (if possible), a vice-welfare delegate in the week following their election, or the week following the departure of the previous role-holder.

* + 1. Delegates should preferably have welfare experience or be in a welfare-related role.
		2. The vice-delegate should act as a stand in should the CWD be temporarily unable to fulfil their duties.
		3. Delegates and Vice-Delegates should receive SU Welfare Training, and Peer Support training as soon as feasible, if they have not already, and be encouraged to do so by their Co-Chairs
		4. Should a campaign lack a co-chair to appoint such, or if a campaign is logistically unable to appoint a delegate; then a delegate from said campaign is no longer required for the CWC to form and make decisions, until a new co-chair is elected.

## Where the Campaign Welfare Committee considers an alleged breach of the Code of Conduct by a Campaign Committee member, they are to assess whether it would be appropriate for that Committee member to continue their role.

## Where an alleged breach of the Code of Conduct by a member of the Campaign Welfare Committee occurs, the complainee is to be removed from the assessment process and is not required to approve any decision made.

* + 1. Delegates shall be replaced by the process detailed in 3d
	1. It is the duty of CWDs to recuse themselves for the duration of any cases they feel may present a significant conflict of interest.
		1. This may occur at any point during the complaints procedure.
		2. Examples of a significant conflict of interest include, but are not limited to:
			1. A close personal relationship with either part, or any witnesses
			2. Previous conflict or disparagement of either party, or witnesses
		3. Should the Complainant or Complainee feel as though a CWD is subject to a conflict of influence but has not temporarily recused themselves, they should address their concern (as well as their reasoning and any supporting evidence for such) to the CWC chair. This should be brought as soon as an involved party becomes aware of a potential conflict of interest, and must soley adress the character, actions or any other characteristics of said CWC member only.
		4. If the chair feels this conflict of interest is significant, they should request the CWD to temporality recuse themselves to protect the integrity of the CWC
		5. Delegates shall be replaced by the processes detailed in 3d

## Changes made to the provisions related to the functioning of the Campaign Welfare Committee are not applicable to assessments where the complaint was made prior to the introduction of the changes.

# Complaints Arising from Alleged Breaches of the Code of Conduct during Campaign Events

## Where a breach of the Code of Conduct occurs at a campaign event, a complaint can immediately be made (in any form) to the event organisers.

* + 1. A complaint may also be made in the same manner (during an event) based on any breach of the Code of Conduct occurring prior to the event.

## Complaints cannot be submitted anonymously.

## The complainant may request anonymity in communications, adjudication and documentation following submission. This may only be granted by a supermajority (67%) vote of the CWC should they believe sharing the identity of the complainant with the complainee, or co-chairs*,* would pose a significant and probable risk to the welfare of the Complainant; and that the complainee retains a fair and reasonable ability to defend their actions in their response.

* + 1. If the Complainant has requested anonymity in their submission and the CWC decides that this cannot be granted; this and the reasoning for such must be communicated to the complainant. The complainant must be offered the chance to amend or retract their complaint, with the complainee and co-chairs only to be notified of the non-anonymised complaint with the complainants express permission.
		2. In any event where anonymity is requested, only the CWD and CWC should be informed of the complainant’s identity.

## When a complaint regarding an ongoing event is made, the event organiser must evaluate the situation and take temporary measures appropriate to the situation. Wherever possible this should entail informal resolution and requests to change behaviour. Should this be infeasible the Committee Member may ask the complainee to leave the event, or notify, for instance, the Junior Deans of the respective College at which the event is held.

## Where an individual refuses to leave after being asked by the organising Committee Member to do so, they shall be reported to the Junior Deans or the manager of the respective venue, who shall be asked to remove the complainee from the event.

## Any complaint made, regardless of the measures taken, must be reported immediately to the respective Welfare Delegate and Co-Chair(s) of a campaign. (pursuant to 3b) It is then the responsibility of the Welfare Delegate to notify the CWC of this complaint. This procedure should always be followed, unless one of the following individuals is the complainee or complainant:

### If the complainee or complainant is the co-chair of a campaign, the complaint must be reported directly to the Campaign Welfare Committee via the respective Welfare Delegate. The Co-Chair(s) should not be notified of such, and should only receive communications regarding the case as any would any other complainant/complainee, not as co-chair.

### If the complainee or complainant is a Campaign Welfare Delegate, the complaint must be addressed directly to their respective co-chair(s) or the CWC chair (VP Welfare)

#### The concerned individual CWD shall be recused from the judgement process for this complaint only

* + - 1. The vice-delegate will assume all responsibilities and become an acting-delegate for the duration of this period alone

#### Should both CWD and vice-CWD be implicated in a complaint, the co-chairs of their respective campaign should select from among the Committee a replacement for the recused individuals, with an eye towards mitigating any potential bias brought to consideration.

#### Until a judgement is made, the Campaign Welfare Committee should restrict the concerned member’s access to the files concerning this complaint only.

#### If the complainee or complainant is the VP for Welfare, they shall be refused from the judgement process for this complaint only.

#### The CWD who reported the initial complaint to the CWC shall chair the CWC for this complaint only.

####  If they are unable to do so for any reason, the remaining delegates shall elect a new chair from amongst themselves for the purpose of this complaint

* + 1. Once a complaint has been reported to the Campaign Welfare Committee, §6 and §7 apply.

# Complaints Arising through Other Means

## Where the breach of conduct is not or cannot be brought to the attention of an organising Committee Member when and where it occurs, a written complaint to the Campaign Welfare Committee is encouraged.

## Individuals unsure about making a complaint are encouraged to contact the VP for Welfare, their Campaign Co-Chair(s), or their respective Welfare Delegate. Any issues discussed with Welfare Delegates, Co-Chair(s) or VP for welfare will remain in strict confidence unless the individual raising the concern would like to pursue the matter further by making a complaint.

## The exception to (4.b) is when matters raised create concerns about the safety of members or other attendees at events. In this case, the concerned committee member may consult with other campaign officers and the University, e.g., Junior Deans, and act to ensure the safety of members. The identity of the complainant must nonetheless remain anonymous towards any other individuals, unless the complainant wishes and explicitly consents to it being disclosed.

## Formal complaints can be made in writing to any Campaign Committee member, who will then pass it on to the Campaign Welfare Delegatee.

## Emergency Powers

## As a temporary response to a complaint, a Co-Chair or Welfare Delegate has the authority to issue a temporary warning, or partial or complete ban (henceforth an ‘Emergency Interdict’) against a complainee for a period of up to 7 days (168 hours) *if*:

### that the complainee’s violations of the Code of Conduct is likely to cause significant harm to members of their Campaign before it is possible to convene the Campaign Welfare Committee.

* + 1. An Emergency Interdict is limited in its scope, applying only to the respective campaign of the officer issuing it.
		2. It is recommended the issuer consult their respective co-chairs or CWD, and the VP for Welfare before issuing such.
		3. It is strongly recommended the issuer keep a log of the reasoning and evidence behind the decision to issue an Emergency Interdict (to the best of their ability).

## No other members of a campaign have the authority to issue Emergency Interdicts.

## Should a CWD issue an Emergency Interdict, they must immediately:

### notify the subject of the Emergency Interdict by instant message or similar;

### notify the entire Campaign Welfare Committee by instant message or similar;

### ask the Campaign Welfare Committee to convene within the 7-day period and decide whether there exists probable cause to continue an investigation.

## The Emergency Interdict will expire as soon as the Campaign Welfare Committee decides on a Provisional Interdict (as described in §6), or at the conclusion of the 7-day period, whichever is the sooner.

# Provisional Powers of the Campaign Welfare Committee

## Upon receipt of a complaint, the Campaign Welfare Committee may issue a temporary warning, or partial or complete ban against a complainee for all or some campaign events (henceforth ‘Provisional Interdict’) only if a majority of the Campaign Welfare Committee vote to agree:

### that there is probable cause to continue an investigation for infractions and

### that given the available evidence, the response in the Provisional Interdict is appropriate to the situation.

## For the duration of the assessment by the Campaign Welfare Committee, the complainant and complainee may not contact the members of Campaign Welfare Committee, except as specified in §7.

# Jurisdiction and Procedure of the Campaign Welfare Committee

## Committee members must always defer to the Campaign Welfare Committee to judge violations of the Code of Conduct.

## When judging violations of the Code of Conduct, the Campaign Welfare Committee must provide documentation of the entire process to all campaign chairs, including detailed minutes.

* 1. Given the case and the involved parties, the Campaign Welfare Committee shall decide whether it is feasible and in the interests of the parties to hold an in-person meeting of the parties to mediate the matter.

## If the conditions in (c) are not met, the Campaign Welfare Committe shall adjudicate the complaints as described in the following sections.

# Adjudication of Complaints by the Campaign Welfare Committee

## Following receipt of a complaint, whether this be verbal or written, the respective CWD should, within 48 hours

## Collect a written statement in full, and any supporting evidence of such from the complainant, if not already received.

## Ask the complainant for possible witnesses to the event alleged. If the complainant feels they are unable to request witnesses to submit supporting evidence themselves, the CWD should contact these suggested witnesses to request a statement providing a neutral, objective account of the events alleged

* + 1. If in occurrence at a campaign event, ask all committee members who were present to provide a statement of events to the best of their ability.
		2. Collect any other evidence they, or the committee deem relevant to the case, to the best of their ability.

## Within 2 days (48 hours) of receipt of the complaint, the Campaign Welfare Committee must formally write to the complainee. They must attach the complaint, including *either* the identity of the complainant, or the reasoning for anonymisation as per (3b), all the accompanying evidence, a copy of this procedure and link the webpage containing information regarding the formation of the CWC on the SU website . They must also state that the complainee has 5 days to provide a written account and any evidence in response to the complaint.

##  From the point of this communication, the complainee has 5 days (140 hours) to provide a written account and evidence in response to the complaint.

## If any evidence or statements are given by an anonymous individual, or reference an individual without disclosing their identity, these must include the reasons as to why these persons are being left anonymous before being submitted to the record.

* 1. The Welfare Delegate who receives a complaint (or the CWC Chair), should request any clarifications, corrections or ask for further evidence from the involved parties, if they deem it necessary for the Group to be able to make a fair and informed decision.
		1. Requests for clarification should have a deadline for submission that allows the individual to have a reasonable opportunity to formulate a response, whilst ensuring the process remains as timely as possible to preserve the welfare of involved parties.
		2. These can be requested at any point in the complaints procedure, although the complainee should be notified of any changes to the evidence against them.

## Following collection of evidence, both parties should be strongly encouraged to refrain from contacting each-other, and as all members of the CWC aside from the chair, as well as be reminded of the importance of acting in accordance with clause 2L of the Code of Conduct. The complainee should be reminded that failure to do so, and/or continued patterns of inappropriate behaviour during the adjudication period may result in significantly severer sanctions being imposed.

## After receiving a response to the complaint, and after any clarifications or further investigations have occured, the Campaign Welfare Committee shall judge the case on the following:

### Does the CWC have jurisdiction over the complaint?

### Let the ‘Litmus Test’ for jurisdiction be: Does the concerned individual compromise the safety of members of the student community at campaign events?

### The Campaign Welfare Committee must use the Litmus Test to decide whether it has jurisdiction over the complaint.

### If the Campaign Welfare Committee decide the complaint is outside of the CWC’s jurisdiction, they must dismiss the complaint. They must not impose any Campaign Sanctions.

#### If appropriate, the Campaign Welfare Committee may signpost the complainant to pursue their grievances through other channels, including but not limited to the University’s informal mediation service, the University’s formal harassment service, or the Police/Courts.

### If the Campaign Welfare Committee decides the complaint is within the CWCs jurisdiction, they must follow the decision procedure in §9.

## The Campaign Welfare Committee should aim to come to a judgement within 7 days.

* 1. Only members of the CWC, and the parties delineated in this procedure, should be able to access the files relating to this complaint, and CWC members are to keep all information regarding any case strictly confidential, as per §11.

## Once they have passed judgement on the matter, the Committee Chair shall be responsible for communicating this to the involved parties and campaign chairs.

# Determination of Sanctions by the Campaign Welfare Committee

## The decision procedure and sanctions in this section can only be triggered by an affirmative judgement of jurisdiction by the Campaign Welfare Committee, as described in (8.c.iii).

## In its judgement of which (if any) sanctions to impose on the complainee, the Campaign Welfare Committee **must** consider the following questions:

### To what extent does the complainee compromise the safety of members of the student community at campaign events?

### How much unbiased evidence is available to support (i)?

### Is the evidence for (ii) sufficiently strong to support any sanction?

### Are the proposed sanctions an appropriate and proportional response to the complaint?

#### In the case of repeated offences, the Campaign Welfare Committee shall use the information about prior offences to determine what constitutes an appropriate sanction.

#### The Campaign Welfare Committee shall usually issue warnings prior to a ban but reserves the right to issue a ban after the first infraction where it is particularly severe.

#### The Campaign Welfare Committee shall avoid using permanent warnings/bans unless the offence is particularly grave and no other alternatives are possible.

### How will the proposed Sanctions affect the complainee’s current and future welfare and safety?

* + 1. Have the parties complied with all aspects of the complaints procedure?
		2. In cases featuring a significant period of time between the breach and complaint being made: has the complainant shown evidentiary support for changed behaviour since, sufficient remorse for their actions and acknowledgement and apology for harm caused as a result of said actions?
	1. Any cases of misconduct deemed to be aggravated by discrimination against a characteristic protected within the Code of Conduct 3(b) may be subject to harsher sanctions by the Committee. In such cases. particular weight should be given to the perspective of the CWD from the campaign representing said marginalised group(s)

## Let CWC Sanctions include:

### rehabilitative resolution through Campaign channels;

### the implementation of no-contact provisions;

### warnings;

### the requirement of an apology;

### bans subject to conditions such as time stipulations or the attendance of relevant workshops;

### outright bans from certain events, be these of a specific campaign or all campaign events

### the revocation of campaign membership.

* + 1. Recommendation for removal from a Campaign Committee, (as per SU Volunteer Guidelines)
		2. Recommendation for removal of SU membership

## Subject to the considerations adumbrated in (b), the Campaign Welfare Committee may decide by majority vote to impose Campaign Sanctions on the complainee.

## Campaign sanctions may not be imposed through any other process except as adumbrated in this document.

* + 1. Following agreement of sanctions, the CWC chair should then communicate the committee's decision to SU staff, and request the implementation of their decision.
		2. The SU staff should review the committee's reasoning and decisions, and implement them if they deem them appropriate and possible.
		3. Should the staff agree with the CWC’s decision, the CWC should communicate the outcome to both parties. Should the staff not, they should provide their reasoning as to why, and the CWC should reconvene to adjust their decision per Staff guidance.

## If deemed severe enough, the Campaign Welfare Committee may choose to share its judgement with the complainee’s college or the University Proctors. The identity of the complainant must nonetheless remain anonymous, unless the complainant wishes and explicitly consents to it being disclosed.

## Either party may appeal against the judgement of the Campaign Welfare Committee, as outlined in §12.

# Breaches by Committee Members

## Where the Campaign Welfare Committee considers an alleged breach of the Code of Conduct by a Committee member, they are to assess whether it would be appropriate for that Committee member to continue their role.

## Should they find this to be inappropriate, they are required to write to the member to request their resignation. Should they fail to resign in due course, the Campaign should request that the SU staff proceed with their removal. manually

* + 1. Committee members shall be held to a higher standard than Campaign members at large.
		2. Committee members that are also CWDs or Vice-CWDs shall be held to a significantly higher standard than Campaign members at large.
		3. Breaches by Committee members need not pass the Litmus Test for the CWC to ask for removal of a member.

## Where the Campaign Welfare Committee considers an alleged breach of the Code of Conduct by a Co-Chair, they are to assess whether it would be appropriate for the Co-Chair to continue their role.

## Should they find this not to be the case, they are required to write to the Co-chair to request their resignation. Should they fail to resign in due course, the Campaign should request that the SU staff proceed with their removal manually.

* + 1. Campaign Co-Chairs shall be held to a much higher standard than Campaign members at large, and breaches by Co-Chairs need not pass the Litmus Test for the CWC to ask for removal of a Chair.

## Confidentiality

## The CWC shall keep all complaints and judgments of complaints confidential. As such, only directly involved parties, and campaign officers involved in the implementation of any measures shall be notified of the outcome of any complaints. It is the responsibility of the CWD and the Co-Chairs of each campaign to ensure that ongoing measures (such as bans) are understood and enforced by their officers to the best of their ability. The CWC may also advise all, or specific committee members with recommended, or proportional responses to future occurrences of similar complaints, or complaints against specific individuals.

* + 1. If a Committee member is found to have breached the confidentiality of the CWC, this may be grounds for their removal.
		2. If a member of the CWC is found to have breached confidentiality, they shall be dismissed from the Group and replaced by their vice-delegate.
		3. Particularly harmful breaches of confidentiality may be the subject of a formal complaint.

## An exception to this can only be made where keeping information confidential may further harm the welfare of the campaign's members.

* 1. These measures apply additionally and equally to the Review Committee.

# Internal Review

## If either party is dissatisfied with the judgement reached by the Campaign Welfare Committee, they have the right to ask the Committee to review the Campaign Welfare Committee’s decision.

## Such a request must be submitted to the CWC Chair within 1 month of notification of the Campaign Welfare Committee’s judgement.

## Within two weeks of receiving this request for review, the CWC Chair shall convene a Review Committee to discharge this internal review. The CWC Chair, while responsible for the formation, organisations and communications of the review committee, shall not attend its meetings, be involved in the decision making process or otherwise attempt to influence its decision.

* + 1. The chair of the Review Committee will be decided by the same procedures outlined in §3D(iii)

## The Review Committee shall:

### Include, at a minimum, members not from Campaign Welfare Committee

### Be comprised of the vice-delegates of each campaign, unless they assumed the role of acting-delegate for any reason, whereby the same procedure detailed in 3Dii apply

* + 1. Be subject to the same membership regulations as the CWC as detailed in 2e, 2f and 3d.

## The Review Committee shall decide:

### if the CWC was fair, objective and neutral in all parts of the decision making process,

### whether the Committee properly applied the CWC procedures to the case; and by extension,

### whether the actions taken by the Campaign Welfare Committee were appropriate and proportional to the alleged breaches.

* + 1. Thus, if the CWCs initial ruling should be upheld, amended or repealed.

## The Review Committee’s judgement shall be recorded and communicated to both parties, as well as the CWC.

# Code Of Conduct

# Purpose of this Code of Conduct

## The Oxford SU Campaigns strive to make the spaces we provide as inclusive and safe as possible for people of all identities. We have created this Code of Conduct to maintain the safety of our events and community spaces, both at our events and online. This policy is not meant to silence or ostracise people, but to hold people accountable for their actions and to act as a learning curve.

## All members of SU Campaigns are expected to act in accordance with this Code of Conduct and the University’s Harassment Policy, both at in-person events and in online spaces. The Code of Conduct applies to all attendees of events, all members of the Society’s online spaces, all Committee members, and all staff, students and non-students involved with the Oxford Student Union Campaign .

# No to Harassment. No to Abuse. No to Victimisation.

## The SU Campaigns do not tolerate any form of harassment, abuse or victimisation, and expect all Campaign members to treat each other with respect, courtesy, and consideration.

## The Campaigns shall follow the University Harassment Policy’s definition of harassment, as outlined in (c)-(l).

## Harassment is unwanted or unwarranted conduct which has the purpose or effect of

### Violating another person’s dignity, or

### Creating an intimidating, hostile, degrading, humiliating or offensive environment for another person.

## Bullying is a form of harassment.

### Bullying can be characterised as offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

## The recipient of harassment does not have to have explicitly stated that the behaviour is/was unwanted or harmful

## Harassment may involve a pattern of behaviour, but a one-off incident can also amount to harassment.

## The intentions of a harasser are not always determinative of whether harassment has taken place. The perception of the complainant and the extent to which that perception is in all the circumstances reasonable will also be relevant.

## Being under the influence of alcohol and/or drugs is not an excuse for harassment.

## Harassment can take a variety of forms:

### Through individual behaviour

#### face to face, either verbally or physically

#### through other forms of communication, including but not limited to, written communications and communications via any form of electronic media or mobile communication device

#### directly to the person concerned, or to a third party

### Through a prevailing environment which creates a culture which tolerate harassment and/or bullying.

## Examples of harassment include but are not limited to:

### Unwanted physical contact;

### All forms of sexual harassment and sexual violence;

### Offensive comments or body language;

### Including offensive insults jokes, or gestures and malicious rumours;

### Open hostility;

### Insulting, abusive, embarrassing, or patronising behaviour or comments;

### Humiliating, intimidating, and/or demeaning criticism;

### Threatening to disclose, or disclosing, a person’s sexuality, disability, gender identity or other personal details to others without their permission;

### Deliberately using the wrong name or pronoun in relation to a transgender person, or persistently referring to their gender identity history;

### Isolation from normal work or study place, conversations, or social events;

### publishing, circulating, or displaying pornographic, racist, homophobic, sexually suggestive or otherwise offensive pictures or other materials.

## Stalking may also be considered harassment and may be characterised by any of the following repeated and unwanted behaviours:

### Following a person;

### Contacting, or attempting to contact, a person by any means;

### Publishing any statement or other material –

### Relating or purporting to relate to a person, or

### Purporting to originate from a person (e.g. doctoring fake messages)

### Monitoring the use by a person of the internet, email or any other form of electronic communication;

### Loitering in any place (whether public or private);

### Interfering with any property in the possession of a person;

### Watching or spying on a person including through the use of CCTV or electronic surveillance

* 1. Abuse can take a variety of forms:
		1. Physical abuse - the intentional bodily injury (including slapping, pinching, choking, kicking, shoving, physical restraint or inappropriately encouraging drugs).
		2. Verbal abuse - deliberately causing mental or emotional pain (including intimidation, coercion, ridiculing, harassment, isolating, belittling, use of silence to control behaviour, and yelling or swearing which results in mental distress)
		3. Sexual abuse - nonconsensual sexual contact (including unwanted touching, rape, coerced nudity or sex, non-consential sexually explicit photographing)
		4. The above cases are particular egregious when against a vulnerable person, by a person in a position of power or authority/perceived authority
		5. Exploitation - when a person in a position of power or authority/perceived authority illegally or improperly uses a vulnerable person or their resources/money for personal profit or gain
	2. Victimisation is classed as: discriminating against an individual because they have, or may:
		1. Made a claim or complaint against you or another;
		2. Assisted in a complaint by giving evidence or information in support of such
		3. Played any other role in the complaints procedure

### Freedom of speech is protected by law though this right must be exercised within the law.

### Vigorous debate will not amount to harassment when it is conducted respectfully and without violating the dignity of others or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

# No to Bigotry. No to Discrimination.

## Clause (2.c) interprets harassment as ‘behaviour that has the…effect of violating another person’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment’ for another person.

## The SU Campaigns consider instances of the following behaviours to be inconsistent with the human dignity of the individual, and therefore to be harassment:

### Racism

#### Hostility to, prejudice, or discrimination against people based on their race.

### Misogyny

#### Hostility to, prejudice, or discrimination against women, on the basis of gender.

### Classism

#### Hostility to, prejudice, or discrimination against people belonging to a particular social class;

#### typically (but not exclusively) directed against those of a low socioeconomic class.

### Homophobia

#### Hostility to, prejudice, or discrimination against homosexual people.

### Transphobia

#### Hostility to, prejudice, or discrimination against transgender, nonbinary, intersex, or gender non-conforming people.

### Queerphobia

#### Hostility to, prejudice, or discrimination against anyone identifying as queer and all coinciding discrimination.

* + 1. Ableism

#### Hostility to, prejudice, or discrimination against disabled people.

### Xenophobia

#### Hostility to, prejudice, or discrimination against people from other countries and/or of different nationalities.

### Islamophobia

#### Hostility to, prejudice, or discrimination against Islam or Muslims.

### Antisemitism

#### Hostility to, prejudice, or discrimination against Jewish people.

### Transmisogyny

#### Hostility to, prejudice, or discrimination against trans women and transfeminine people, where gender identity and gender expression both play roles in bias.

#### The intersection of transphobia and misogyny.

### Misogynoir

#### Hostility to, prejudice, or discrimination against black women, where race and gender both play roles in bias.

#### The intersection of racism and misogyny. Coined by queer black feminist Moya Bailey, who created the term to address misogyny directed toward black women in American visual and popular culture.

#### Hostility to, prejudice, or discrimination towards any other marginalised identities

#### Enforcement

## A Campaign shall always take harassment, abuse, prejudice and discrimination extremely seriously and shall never brush off any complaint made.

## A Campaign must follow the procedures outlined in the Complaints Procedures to handle complaints of behaviour transgressing this Code of Conduct.