

SCP016- Sexual Harassment Policy

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Policy Owner- VP Union Development

1. This Council Notes

This union should follow the examples set to us by organisations such as *Stonewall* and *NUS* and be more accepting of people's preferred pronouns.

This would involve staff members with SU/university of Northampton email addresses including their preferred pronouns in their email signature and when signing up to the students union members should get the option to declare their preferred pronouns and existing members get the opportunity to add it to their account profiles where this can be visible with the rest of their personal details (see examples in appendix).

2. This Council Believes

Having the opportunity to declare preferred pronouns and have them visible to any club they sign up to takes a lot of burden from transgender and non-binary students and staff as the chance of being miss gendered decreases considerably.

Having this mandatory for all staff members of the union also creates a normalcy around pronoun usage so people don't feel embarrassed or judged for using the pronouns that they identify with.

This policy in conjunction with the discrimination policy means that miss gendering will be taken more seriously and it will be easier to tell if people are doing it on purpose as a form of bullying if the preferred pronoun is something that the club has access to.

3. This Council Resolves

This helps us as a union ensure that this is a safe space for all our members and staff to be themselves without fear of miss gendering and makes it easier to see where people are being intentionally miss gendered.

APPENDIX (if applicable)

Pronoun use in email examples:

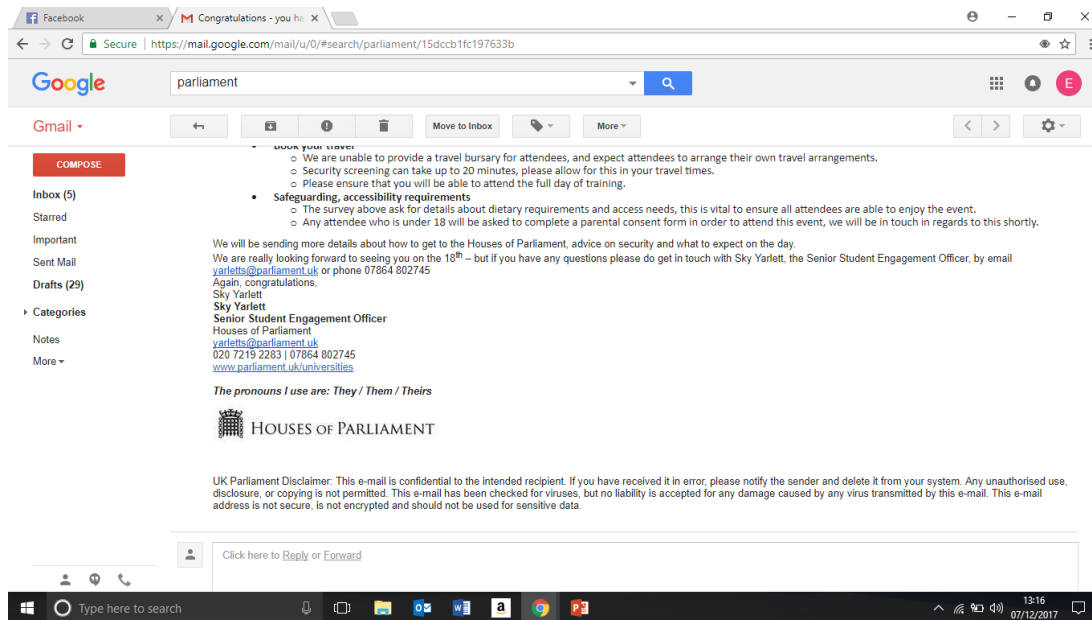
Neil McDonald MBE
Campaigns Assistant

Pronouns: they / them



The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

Switchboard: 020 7593 1850
Info Line: 08000 50 20 20
www.stonewall.org.uk



Pronoun use in sign up and profile examples:

Pronoun

Help us call you by the proper pronoun.

She / Her He / Him They/ Them

LinkedIn Profile

Website/Links to Samples or Portfolio

Preferred pronoun (She/Her; He/His; They/Their; etc...)

How did you hear about this job?

Gender

Gender

|

What pronoun do you prefer?

Your preferred pronoun is  Public. [Learn more.](#)