

SCP006- Discrimination Policy

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Policy Owner- SU President

1. This Council Notes

As a union we should create a safe space for all minority groups such as BME, Disabled and LGBTQ students. We need to:

- Provide equality, fairness and respect for all of our members
- Not unlawfully discriminate. The Equality Act 2010 protected characteristics of
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - race (including colour, nationality, and ethnic or national origin)
 - gender
 - sexual orientation
- Oppose and avoid all forms of discrimination.

2. This Council Believes

Any use of hateful and derogatory language or behavior, such as racism, sexism, homophobia, transphobia and other forms of discrimination should be investigated and dealt with however the union decides is appropriate.

All complaints of hateful language and behavior should be dealt with seriously.

Punishments should range from verbal and written warnings, escalating to suspension from the Students' Union if the individual or student group is brought into question repeatedly.

The discrimination complaints system should follow this process:

- Informal meeting/warning
- Formal verbal warning
- First written warning
- Final written warning
- Disciplinary panel, which could lead to suspension.

The panel should depend on the individual group, i.e sports complaints get taken to AU and societies to societies committee. Each liberation officer relevant to the complaint should be invited to attend

to ensure this complaint is being treated fairly. Individuals and student groups are welcome to appeal a panel decision.

3. This Council Resolves

This policy will ensure that all minority groups will be treated fairly if a complaint of discrimination or hate crime arises, ensuring all students feel safe and able to enjoy the university experience.