

# POLICY PROPOSAL

TITLE: INDEPENDENT SEXUAL HARASSMENT REPORTING

PROPOSED BY: BRAD BAINES (BTB24)

SECONDED BY: DEIVI ÖIS (DO278)

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## REASON FOR CHANGE

Considering that...

1. The SU Bath has been carrying out its own '#NeverOk' campaign to raise awareness of sexual harassment<sup>1</sup>.
2. The bathimpact Lad Culture survey in 2015 highlighted how 1 in 3 female students on campus had been victims of sexual harassment<sup>2</sup>.
3. Other universities and organisations have been establishing or considering dedicated or independent procedures for reporting sexual harassment.<sup>34</sup>
4. The SU has a policy of Zero Tolerance for Sexual Harassment.<sup>5</sup>

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## PROPOSAL

1. The SU will publicly call on the University to commission a specialised third party to operate an independent sexual harassment reporting service separate to the University and the Students' Union. This will operate in such a way as to provide support to victims and make it as easy as possible for them to report sexual harassment.
2. The SU will call on the University to establish and publicise minimum sanctions for sexual harassment by students where appropriate, including in cases in which the victim does not want to involve the police.
3. The SU will call on the University to adopt a zero-tolerance policy towards sexual harassment by staff and students, with clear sanctions for proponents.

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## RATIONALE

1. One of The SU's charitable objectives is to promote the interests and welfare of students at the University. Reducing the prevalence of sexual harassment will improve the welfare of students.

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<sup>1</sup> <https://www.thesubath.com/campaigns/neverok/>

<sup>2</sup> <http://bathimpact.co.uk/2015/02/08/one-in-three-girls-sexually-harassed-at-university-of-bath-lad-culture-survey-suggests/>

<sup>3</sup> <http://www.womens.cusu.cam.ac.uk/breaking-the-silence-the-new-university-wide-sexual-assault-harassment-procedure/>

<sup>4</sup> <https://www.theguardian.com/commentisfree/2018/feb/28/labour-party-problem-women-abuse-harassment>

<sup>5</sup> <https://www.thesubath.com/pageassets/policy/Policy-2016-17-18-Zero-Tolerance-to-Sexual-Harassment.pdf>

2. One of The SU's values is providing a supportive environment. The establishment of an dedicated independent reporting service will improve the support provided to students.
3. The SU is committed to inclusivity. This policy boosts inclusivity by making sure that students feel safer whilst at or participating in events run by the University or the SU. Such inclusivity also encourages greater student involvement allowing the SU to be more student led.

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## IMPLICATIONS

1. This policy has significant potential cost implications to the SU and/or University