



NOTTINGHAM TRENT STUDENTS' UNION

# **Zero Tolerance To Sexual Violence Policy**

**May 2019**

***Nottingham Trent Students' Union***

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## **ZERO TOLERANCE TO SEXUAL VIOLENCE POLICY**

### **SECTION 1 - INTRODUCTION**

#### **1.1 Purpose**

Nottingham Trent Students' Union (NTSU) is dedicated to ensuring a safe, inclusive student community which can create personal development opportunities for all our members. There is a zero-tolerance policy towards sexual violence at NTSU, which means that all allegations will be taken seriously, survivors will be supported and NTSU will act efficiently and fairly when responding to any incidents.

Sexual violence covers sexual assault, sexual assault by penetration, sexual harassment, causing someone to engage in sexual activity and rape. These terms are defined in section 4 of this policy. This position reflects the central mission and values of NTSU and is in place to support anyone involved in our events, activities or employment. This policy is in place to remove barriers to reporting incidents of sexual violence and to provide easy access to information and support for all members. NTSU understands that anyone may experience sexual violence and that specific forms are often related to factors which include but are not limited too sexual orientation, gender identity, class, age, faith, disability and race.

#### **1.2 Scope**

This policy applies to anyone who experiences, witnesses or is informed about an incident of sexual violence at any NTSU activity or event. This policy applies to all members, staff, volunteers and visitors, together with those contracted to work at or for NTSU.

#### **1.3 Legislative Context**

There is no criminal offence of 'sexual violence', this term however covers the four main sexual offences which are made illegal in the Sexual Offences Act 2003. There may be other Acts of Parliament which are relevant, such as the Equality Act 2010, depending on the circumstances of each case. Contextual factors including age, consent and the relationship between individuals are covered in the legislation.

### **SECTION 2 – IMPLEMENTATION**

This policy will be implemented within the organisation by:

- a) Acting fairly and efficiently in response to all allegations of sexual violence at NTSU

- b) Training on responding to sexual violence disclosures for NTSU Staff and Officers
- c) Training on respect, consent, and signposting incorporated into compulsory trainings for the following type of groups;
  - Society committee members
  - Fresher team members
  - Sports club committee members
  - Academic representatives
  - Executive Officers
  - Equality & Diversity Officers
  - Mental Health Champions
- d) Consent and Bystander workshops offered on an optional basis for the above groups and the wider membership through specific campaigns.

### **SECTION 3 – AWARENESS**

This policy will be published on the NTSU website and an article will be published to highlight the launch of the policy. All NTSU staff and officers will be made aware of the policy before its launch and for new staff and officer in their induction. This policy will be reviewed on an annual cycle to ensure that it is up to date.

### **SECTION 4 – DEFINITIONS AND EXAMPLES**

The following definitions are from the Rights of Women: Report to Court handbook which can be found here <https://rightsofwomen.org.uk/wp-content/uploads/2016/11/From-Report-to-Court-a-handbook-for-adult-survivors-of-sexual-violence.pdf>

#### **4.1 Definitions:**

Complainant - the party who makes the complaint.

Defendant - a person or group against whom a complaint is brought

Name	Definition	Example
Sexual Violence	Sexual violence is any sexual act that occurs without the consent of all parties involved. This includes sexual assault, rape, sexual harassment, and any form of sexual touching. Sexual violence affects people from all ages and backgrounds, regardless of economic or social status, race,	This includes sexual assault, rape, sexual harassment, sexual assault by penetration and any form of sexual touching. Please see below for full definitions and examples of these.

	gender identity, sexual orientation, faith, disability or immigration status.	
Sexual Assault	Sexual assault is committed if the defendant intentionally touches the complainant; if the touching is sexual; if the complainant does not consent to the touching; and, if the defendant does not reasonably believe that the complainant consents.	The touching concerned can be done with a part of the body, such as a hand, or with an object. Touching can also be done through clothes, for example, pinching someone's bottom. The touching must also be sexual, and the touching must be without consent and the defendant must not reasonably believe there was consent.
Sexual Assault by Penetration	Sexual assault by penetration is if the defendant intentionally penetrates the vagina or anus of the complainant with a part of their body or anything else; if the penetration is sexual; if the complainant does not consent to the penetration; and if the defendant does not reasonably believe that the complainant consents.	The penetration may be by a part of the defendant's body (their finger or tongue) or with an object (such as a vibrator or bottle). All genders can commit assault by penetration and it can be committed against any gender.
Rape	The offence of rape is oral, vaginal or anal penetration with a penis. For the offence of rape to have been committed the defendant must have penetrated someone without their consent or continued to penetrate someone after consent was withdrawn.	As penetration is a continuing act, if person 'a' penetrates person 'b' with consent, but consent is subsequently withdrawn, continuing penetration will be rape. The slightest amount of penetration is enough for an offence to have been committed.
Sexual Harassment	Sexual harassment is unwanted conduct of a sexual nature. It has the purpose or effect of violating the dignity of a person, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Something can still be considered sexual harassment even if the alleged harasser didn't mean for it to be.	Including but not limited to: written or verbal comments of a sexual nature; questions about someone's sex life or offensive jokes; displaying pornographic or explicit images and emails with content of a sexual nature.
Consent	Consent is the agreement to engage in sexual activity. It can be	For example, a person may consent to sexual touching but

	expressed through a verbal statement that a person wishes to engage in sexual activity, or implied, for example, by behaviour. Consent may be given for a specific act but not others.	not to penetration or may consent to vaginal penetration but not to anal penetration. A person can imply agreement to sexual activity by their conduct. They can withdraw consent to sexual activity at any time before or during a sexual act.
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## 4.2 How to seek support and/or make a report

There are multiple ways in which an incident can be reported to NTSU or other authorities. Support can also be sought without formally reporting as below.

The NTSU Information and Advice Service can support the survivor and help them to go through the appropriate process should they wish to. This might include internal (NTSU or University) or external (the police or 3<sup>rd</sup> party support organisations) bodies being contacted. IAS can be contacted online, on the phone or in person, for details of opening hours and contact information visit their website [www.trentstudents.org/ias](http://www.trentstudents.org/ias).

**a) To report or seek support, contact NTSU Information and Advice Service;**

- <https://www.trentstudents.org/ias>
- [sac@su.ntu.ac.uk](mailto:sac@su.ntu.ac.uk)
- 0115 848 6260

**b) To report or seek support, contact NTU Student Support Services;**

- A student can fill out the NTU wellbeing form which can be found at [www.ntu.ac.uk/wellbeing](http://www.ntu.ac.uk/wellbeing)
- Or self-refer by emailing [studentsupportofficers@ntu.ac.uk](mailto:studentsupportofficers@ntu.ac.uk)
- Visit [www.ntu.ac.uk/sexualviolencesupport](http://www.ntu.ac.uk/sexualviolencesupport) for more information

**c) To report directly to the police;**

- Emergencies call 999
- Non-emergencies call 101

**d) The Topaz Centre;**

- 0800 085 9993
- [notts.sarc@nhs.net](mailto:notts.sarc@nhs.net)

**e) Nottinghamshire Sexual Violence Support Services;**

- 0115 941 0440
- [dutysupervisor@nottssvss.org.uk](mailto:dutysupervisor@nottssvss.org.uk)

Please do not report on behalf of anyone else unless it is an emergency, in which case contact the emergency services by contacting 999.

## **SECTION 5 – PROCEDURAL STAGES**

### **5.1 NTSU Information and Advice Service AND NTU Student Support Services;**

Once a report is made to either the NTSU Information and Advice Service or NTU Student Support Services, within 24 working hours the student will receive a phone call and/or an email.

This form of contact is to support the student with the next steps. This may include face to face support, counselling, advice on contacting the police, investigation/disciplinary procedures, or even just a meeting to talk things through.

Both NTSU Information and Advice Service and NTU Student Support Services will help survivors to make the decision that is right for them.

### **5.2 Police and 3<sup>rd</sup> party support organisations;**

These external services will provide survivors with support and be able to give advice on the next steps that survivors can take.

## **SECTION 6 – BREACH OF POLICY**

NTSU will take any alleged breach of the zero-tolerance policy seriously and investigate using the relevant procedure, code of behaviour or disciplinary policy. NTSU will, considering due process, withdraw access to those who fail to adhere the zero-tolerance policy in our events and activities.

NTSU will review and monitor the implementation of this policy.

## **SECTION 7 – GENERAL DATA PROTECTION REGULATIONS**

NTSU will handle all data in accordance with its policy and privacy statement and any subsequent Data Protection legislation. NTU and third-party organisations will have their own policies and privacy statements.