

**Action Group – Zero Tolerance to Sexual Harassment
Meeting Date: 29.05.24****Present**

Dean Turner, Welfare and Community Officer **(DT) (Allocated Officer)**

Jane Baston, Senior Voice Coordinator **(JB) (Note Taker)**

Trinity Barson, LGBTQ+ Officer **(TB)**

Natasha Bradbury, Student Attendee **(NB)**

Idea for Discussion:**Current Policy**

The Guild is committed to ensuring that its members are able to attend any of its events and engage in our activities without the risk or fear of being subjected to any form of sexual harassment or sexually violent behaviour. This will be enacted through the Guild's Zero Tolerance Policy and the Guild's Not On Campaign. The Guild will ensure that it takes in to account different cultural and social backgrounds in how consent can be viewed.

Minutes from meeting 29.05.24

JB: Talked through the process of action groups and the democratic process.

DT: Asked for thoughts from the group on the policy.

NB: Noted that the Not On Ambassadors have been talking about this type of thing. They talked about different cultural awareness and backgrounds that can impact your views of consent.

NB: Would be supportive of having this go to the ASV.

DT: Agreed with this. Having policies that students have interest in can generate engagement and bring people in to the conversation.

DT: Asked if there were thing we wanted to add to this? It has the basics but doesn't necessarily speak to the differing views and experiences of sexual harassment.

DT: Clarified that the Guild's Zero Tolerance Policy is a different document.

JB: Clarified that this policy is a specific stance that the Guild is taking.

DT: Noted that this is the baseline belief that the Guild holds. We could look to have this expanded on in the Zero Tolerance Policy.

TB: Mentioned that this is a good baseline but doesn't necessarily mention how the Guild will act on this.

DT: Mentioned that we can add an extra part to the policy if we want to and point to the Zero Tolerance Policy.

JB: Agreed with the point made. We can add a section in to the policy and then look to work with the EDI Committee to get it updated.

JB: To update and recirculate updated policy.

DT: Noted that it might make sense for this action group to have a link in with the review of Not On. NB mentioned that this link in would be useful. There isn't a lot of awareness of the Not On campaign.

JB: Suggested the wording: "This will be enacted through the Guild's Zero Tolerance Policy and the Guild's Not On Campaign. The Guild will ensure that it takes in to account different cultural and social backgrounds in how consent can be viewed."

JB: To circulate to the invited action group members for comment.

DT: Noted that we want to add the extra wording to the policy and send it to the ASV. We then would like to see the action group have involvement in updating the Zero Tolerance Policy if the policy is passed at the ASV.

NB: Agreed with this course of action.

JB: To ensure this goes to ASV.

DT: Asked if there are any other student groups or associations that we want to ask about this? IFA might be worth asking.

NB: Noted that Sports Societies might have a view on this as they can often be impacted by sexual harassment.

Agreed Actions:

- JB to send to IFA and set a deadline for Monday 3rd June at 9am. NB to forward to any relevant Sport Socs.
- There was consensus that the policy should be taken forward to the All Student Vote, with approval from DT as Chair.

Any questions regarding approval, next steps or requests for further information can be submitted to: studentvoice@guild.bham.ac.uk