

Zero Tolerance Policy

TW: mention and examples of ableism, transphobia, homophobia, biphobia, queerphobia, racism, anti-Semitism, islamophobia, other prejudices. Mention of sexual assault, harassment.

NB: this Zero Tolerance Policy has been written in accordance with Stonewall's Inclusive Policy Toolkit.

Why do we have a policy?

The LGBTQ+ Society strives to make the spaces that we provide as safe and inclusive as possible for all people of all identities. We have thus created a policy to maintain the safety of our events and community spaces, both at our events and **online**. This policy is not meant to silence or ostracize people but to hold people accountable for their actions and to act as a learning curve.

What does our policy include?

Our policy follows the University Harassment Policy, which is outlined below. The full version can be found here:

<https://www.admin.ox.ac.uk/eop/harassmentadvice/policyandprocedure/>

- A person subjects another to harassment where they engage in unwanted or unwarranted conduct which has the purpose or effect of...
 - Violating another person's dignity
 - Creating an intimidating, hostile, degrading, humiliating or offensive environment for another person
- Bullying is a Form of Harassment
 - It can be characterised as offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.
- The recipient of harassment does not have to have explicitly stated that the behaviour is/was unwanted
- Harassment may involve repeated forms of behaviour but a one off incident can also amount to harassment
- Intentions of a harasser are not always determinative of whether harassment has taken place. Perception and circumstance is also relevant!
- Forms of harassment:
 - Face to face verbal and/or physical
 - Forms of communication= written, electronic social media, directly to the person or through a 3rd party
 - Through a prevailing environment which creates a culture which tolerate harassment and/or bullying
- Examples of harassment (include but are not limited to)
 - Offensive jokes/gestures
 - Rumours
 - Constant non constructive criticism
 - Threatening to disclose personal information
 - Open hostility

- Offensive comments or body language
- All forms of sexual harassment
- Unwanted physical contact
- Deliberately using the wrong pronoun or name referring to an individual's gender identity
- Publishing / circulating / displaying offensive material
- Isolation
- Insulting, abusive, embarrassing, humiliating, intimidating, demeaning or patronising behaviour/comments
- Alcohol &/or drug influence is not an excuse for harassment
- Stalking may also be considered harassment
 - Following
 - Contacting / attempting to contact by any means
 - Watching
 - Loitering
 - Monitoring
 - Interfering
- YES to free speech and debate! NO to harassment and hate speech
 - Vigorous academic debate should not amount to harassment as long as it is conducted with respect and without violating the dignity of others or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

It also extends further to include, but is not limited to:

- Ableism
 - Prejudice in favour of able-bodied people
- Transphobia
 - Hostility to, prejudice, or discrimination against transgender or gender non-conforming people.
- Queerphobia
 - Hostility to, prejudice, or discrimination against anyone identifying as queer and any and all coinciding discrimination.
- Biphobia
 - Hostility to, prejudice, or discrimination against bisexual people.
- Ace/Aro phobia
 - Hostility to, prejudice, or discrimination against asexual or aromantic people.
- Racism
 - Hostility to, prejudice, or discrimination against someone based on their race.
- Islamophobia
 - Hostility to, prejudice, or discrimination against Islam or Muslims, especially as a political force.
- Xenophobia
 - Dislike of or prejudice against people from other countries and / or of different nationalities
- Misogyny
 - Dislike of, contempt for, or ingrained prejudice against women
- Sexism
 - Hostility to, prejudice, or discrimination typically against women, on the basis of sex.
- Classism
 - Hostility to, prejudice, or discrimination against people belonging to a particular social class, typically of a low socioeconomic class.

- Transmisogyny
 - The intersection of transphobia and misogyny. Misogyny specifically targeted toward trans women and trans feminine people on the basis of their gender identity.
- Misogynoir
 - This is defined as misogyny directed towards black women where race and gender both play roles in bias. It was coined by queer black feminist Moya Bailey, who created the term to address misogyny directed toward black women in American visual and popular culture.
- Anti-semitism
 - Hostility to, prejudice, or discrimination against Jewish people
- Homophobia
 - Hostility to, prejudice, or discrimination against homosexual people.

Where is our policy enforced?

- All events held and organised and /or cohosted by the LGBTQ+ Soc Committee
- All online spaces run and administrated by the LGBTQ+ Soc Committee
- Any events associated with the LGBTQ+ Society, e.g. Glitterball
- The LGBTQ+Society reserves the right to deal with complaints about non-LGBTQ+ society events if they are believed to compromise the safety/comfort of members of our community at LGBTQ+ Society events.

Who is covered under the policy?

- All attendees of events
- All online members
- All committee members
- Staff, students, non-students

Enforcement

The perception of harassment, prejudice and / or discrimination is always taken extremely seriously and we will never brush off any complaint made.

The process that we will use to deal with complaints is outlined in our 'Zero Tolerance Policy Flowchart'. This can be found on our website.

NB: If someone is under scrutiny for breaching the Zero Tolerance Policy, they will be asked not to attend events until the outcome of the decision has been confirmed. In the case of complaints referred to the proctors (see flowchart), this will be dealt with on a case by case basis.

Potential Sanctions

After statements have been heard, committee will vote on how the individual(s) involved should be sanctioned. The sanctions can include, but are not limited to, the following:

1. A warning. Information about our warning system can be found below.

2. An outright ban from events, the length of ban is at the discretion of the committee. This includes a ban from any LGBTQ+Soc event held in Plush or any other third party establishment. More information about outright bans can be found below.
3. The decision may be shared with the college or University Proctors, if deemed severe enough. This is at the discretion of the LGBTQ+ Soc committee and the complainant.

NB:

- You will still be able to run for committee positions (both LGBTQ+ Society and its subsidiaries, e.g. Glitterball).
 - However, if the individual wishes to do so the confidentiality of the decision will be breached, and the reason for the ban/warning will be displayed on the candidate's manifesto and during the polling process. If a complaint is lodged against an individual, but the Zero Tolerance Policy is not enacted, there will be nothing displayed on the manifesto/polls.
 - However, if an individual is under consideration for the enactment of the Zero Tolerance Policy at the time of elections, and it is impossible to complete the assessment prior to election polls opening, it will be displayed on the manifesto and on the polls that the candidate is **under assessment**. It will then be the duty of committee to inform the entire mailing list if said individual does **not** have the Zero Tolerance Policy enacted against them.
- If you have been permanently banned from LGBTQ+Society, you will be unable to have LGBTQ+ children.
 - If you are banned once you have already been given children, your children will be offered other children. However, they will not be informed of why there has been a change of parent unless we are given permission by the banned individual.
- If the Zero Tolerance Policy is enacted on an individual on committee, their position will be under review by the entirety of the committee.
 - This decision must be approved by the Senior Member.
 - In exceptional cases, the decision may be made by the executive committee and senior member. Whether it is appropriate for the entire committee to be informed is at the discretion of the executive committee and senior member.

The LGBTQ+Soc Warning/Banning System

- The LGBTQ+Soc aims to provide warnings prior to a ban.
- However, the LGBTQ+Soc acknowledges that there may be some cases in which it will not be possible or safe; or in which it may significantly harm the welfare of our community to provide a warning prior to a ban.
- The LGBTQ+Soc thus retains the right to ban a member from events and online spaces without enacting our warning system.
- Where it is appropriate to provide a warning, the LGBTQ+Society will provide **one** warning. If the Zero-Tolerance policy is breached again, this person will be banned from events for a given period of time (at the discretion of the committee).
 - In the case of repeated offences, the LGBTQ+Soc reserves the right to ban individuals at the time of their second offence regardless of whether they are repeating the **same** offence as previously warned against.

- If someone has already been banned under the Zero Tolerance Policy, the LGBTQ+ Society reserves the right to ban them outright again, without providing a warning.
- If an individual repeats the **same** offence three times and has already had the Zero Tolerance Policy enacted on them twice, they may be **permanently** banned on the third complaint. In some cases, three repeats may not lead to a ban. This will be case dependent and at the discretion of the committee (approved by the senior member).
- Examples of the kinds of offences that will receive warnings, and the kinds that will receive outright bans are listed below. This list is not exhaustive and is at the discretion of the committee. The committee reserves the right to ban or warn individual(s) for offences that are not listed below, and reserves the right to ban individuals for offences that are listed as warnings below.

Warnings

1. Using transphobic slurs e.g. she-male, tranny, ladyboy, trap, cuntboy, dickgirl
2. Deadnaming, misgendering, accidental outing, e.g. *"Before Phoebe transitioned he was called Philip"*; *"did you know Andy used to be a girl??"*; *"this is my friend Riyadh, he's trans"*
3. Referring to trans people as *"sick"*, *"mentally ill/mental"*, *"special snowflakes"*
4. Entitlement to people's bodies, e.g. non-consensually 'sexy dancing' with people in Plush.
5. Undermining other people's sexuality, e.g. *'if you're not a goldstar lesbian you can't call yourself gay'*; *'you're bisexual? Are you sure you're not just greedy?'*
6. Inappropriate personal questioning relating to sexual orientation, gender identity, gender expression or domestic circumstances.
7. Engaging in banter or making jokes that are degrading to a person's actual or perceived sexual orientation.
8. Repeated micro-aggressions, e.g. touching POC's hair, asking someone where they are *'really from'*
9. Non-binary erasure, e.g. *'the pronoun they isn't proper English'*
10. Using ableist language, e.g. r-slur, cripple
11. Trying to help someone without asking, e.g. moving their wheelchair
12. Stigmatising or invalidating mental illness, e.g. talking about people faking, exaggerating, being crazy etc.
13. Imitating or mocking a disabled person
14. Making ace/aro-exclusionary comments, such as *'you're just a prude'*; *'everyone does it'*; *'can't believe you're not planning to pull! Everyone else is!'*
15. Colourism/shadism
16. A breach of confidentiality of the Zero Tolerance Policy

Ban

1. Purposeful or repeated outing of a person
2. Repeated misgendering, deadnaming
3. Bathroom policing and harassment
4. Purposefully removing/damaging someone's mobility aid, e.g. knocking someone's cane out from underneath them
5. Repetition of offences listed in the warning section.

6. Excluding people from events based on their identity, e.g. saying that no disabled people or people of colour can attend your events.

Escalation to University Level (with the complainant's consent)

1. Sexual harassment
2. Sexual assault
3. Physical abuse/harassment/assault

Your Rights If You Are Under Scrutiny Under Our Zero Tolerance Policy

1. If you feel that any member of the committee has been involved in the situation, or is biased in any way, you may ask the committee to vote on whether they should be present for the assessment. If the majority of the committee agrees on this, this member(s) will be asked to leave for the hearing.
2. Where possible, the entire assessment will be recorded and minuted. This is provided to the senior member and executive committee during assessment to ensure that there is no bias in the decision.
3. You may bring another individual for support to the hearing.
4. You may appeal to the senior member. This involves sending a statement to the senior member, which would then be reviewed. The executive committee must be cc-ed into the email outlining the appeal. It is at the discretion of the senior member how they deal with the appeal. However we would suggest the following procedure to the senior member:
 - a. The senior member could deal with the appeal alone if they felt they already had enough information to do so. If they did not feel they had the information to do this, they could follow the protocol below.
 - b. The senior member would be recommended to meet with a member of the LGBT+ Advisory Board and either the VP WEO or VP Women.
 - c. The senior member may ask executive committee/ the individual under assessment to attend this meeting.
 - d. Where possible, the senior member, OUSU staff and LGBT+ Advisory Board would then vote on whether the ban should be repealed.
 - e. Executive committee will be informed.
5. You may appeal **once** to the committee if you believe that your situation has changed and you plan to provide a different statement/discussion to that which was provided during the first review/vote.
 - a. You may decide whether you would like the entire committee to be present at the reassessment or just the executive committee
 - b. It is likely that the LGBTQ+ Society committee will endeavour to have invite one of the following individuals: the senior member, an OUSU staff member, a member of the LGBT+ staff advisory board