



Harassment and bullying: Our zero tolerance approach

**Information for employees, workers, contractors,
students, invitees, and visitors**

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Aim

These guidelines have been designed to offer you practical ways of dealing with harassment, bullying, hate incidents and assault. Following the guidelines may help you to stop the harassment or bullying yourself. They also explain how the University deals with reports of harassment, bullying, hate incidents or assault. The guidelines complement the University's People Supporting Strategy which states that 'Our aim is for the University to be a place where diversity is respected and valued, and where we all know that unacceptable behaviour is challenged in an appropriate way'. The guidelines should be read in conjunction with our Conflict of interest and personal relationships guidelines and our Complaints of Harassment or Bullying Procedure (for use by employees, workers, contractors, invitees or visitors) and the Student Concerns and Complaints Procedure.

Visitors are considered to be any person or persons who are not employees, workers, contractors or students who are legitimately on campus i.e. visiting academics, prospective students, consultants, staff of businesses or organisations hosted by the University.

Policy statement on Equality, Diversity and Inclusion

The University of Essex fosters good relations between people who share a relevant protected characteristic and those who do not, celebrates diversity, challenges inequality and is committed to nurturing an inclusive and diverse community that is open to all who have the potential to benefit from membership of it, and which ensures equality of opportunity for all its members. We expect all our campus communities, employees, workers, contractors, students, invitees and visitors to be treated, and to treat others, with dignity and respect. We have a zero-tolerance approach to discrimination, harassment and bullying. Zero tolerance means that (i) we will take action and (ii) the action will be proportionate to the circumstances of the case.

We are committed to meeting our obligations under the Equality Act 2010, which requires the University show no discrimination as required by law on account of age, disability, gender reassignment*, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The University will always act lawfully and this may include taking action to support people with particular protected characteristics, including disability and sex. In addition to its obligations under the EA, the University shall adopt policies, practices, and procedures that define expected standards of behaviour and specify any additional characteristics, beyond those required by law, to which protection is provided, for example, in relation to political belief, social background and refugee status.

*The University's policies, practices and procedures specifically extend to all gender identities including trans, non-binary and gender non-conforming people.

For the purposes of this Policy Statement the term 'trans' is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. The term 'non-binary' is an umbrella term for people whose gender identity does not sit comfortably with 'woman' or 'man'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Harassment and Bullying

Harassment and bullying adversely affect working, learning and social conditions for employees, workers, contractors, students, invitees and visitors and are unacceptable.

Definitions of Harassment

Harassment is a form of discrimination and is illegal under the Equality Act 2010. The Act defines harassment as when a person engages in unwanted conduct related to a relevant protected characteristic and the conduct has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or threatening environment.

When deciding whether any unwanted conduct amounts to harassment for the purposes of this policy, the University will consider the perception of the person raising the concern, the other circumstances of the matter and whether it is reasonable for the conduct to be considered to have the purpose or effect described. Harassment can be in verbal, written or physical form and can cause stress, anxiety, fear or sickness on the part of the harassed person.

Differences of attitude, background or culture and the misinterpretation of social signals can mean that what is perceived as harassment by one person may not seem so to another. However, this does not make it acceptable.

Being under the influence of alcohol or drugs will not be accepted as an excuse for harassment.

Some general examples of harassment or behaviour that falls short of expected standards might include teasing, comments about personal characteristics or appearance, unreasonable criticism, promises of reward or threats made to secure sexual favours or negative comments about someone's age, disability, gender reassignment, race, religion or belief, sex or sexual orientation or other characteristics to which protection is provided. Some more specific forms of harassment are detailed on the following pages.

Any act of harassment that involves the abuse of a position of authority or trust will be regarded by the University as very serious and could constitute gross misconduct.

Our zero tolerance approach does not mean ‘one strike and you’re out’ but it does mean that any demonstrated incidents of harassment or bullying will be regarded seriously and may constitute potential grounds for disciplinary action up to and including dismissal, with or without notice, or expulsion from the University.

Harassment related to sex

Harassment related to sex and sexual harassment are illegal under the Equality Act 2010. Sexual harassment is unwanted conduct of a sexual nature or less favourable treatment as a result of the submission to or rejection of sexual harassment or harassment related to sex in relation to teaching, learning, working or social situations.

The following are some examples of activities that might constitute sexual harassment:

- unnecessary and unwelcome physical contact
- sexual assault
- suggestive and unwelcome comments or gestures
- emphasising the gender of an individual or a group
- persistent unwelcome requests for social or sexual encounters and favours
- display, or electronic transmission, of pornographic, degrading or indecent images or threatening, abusive or unwanted comments of a sexual nature.
- non-consensual sharing of sexually explicit media.

These activities will be considered to be very serious if they are accompanied by one or both of the following:

- explicit or implicit promises for compliance that are a misuse of an institutional position (e.g. promises of higher assessment marks for a student or a recommendation for promotion for a member of staff)
- explicit or implicit threats of penalties for non-compliance that are a misuse of an institutional position (e.g. refusal to provide appropriate support/advice or resources)

Harassment related to sexual orientation

Harassment related to sexual orientation, actual or perceived, is illegal under the Equality Act 2010 and is a form of discrimination. Harassment related to sexual orientation can be:

- harassment of someone because of their actual sexual orientation
- harassment of someone because of their perceived sexual orientation
- harassment of someone because of the actual or perceived sexual orientation of those with whom they associate.

The following are some examples of activities that might constitute harassment related to sexual orientation:

- making suggestive or unwelcome comments or gestures emphasising the actual or perceived sexual orientation of an individual or group
- engaging in homophobic or biphobic behaviour
- using homophobic or biphobic language or displaying homophobic or biphobic materials
- making homophobic or biphobic insults or threats
- engaging in banter or making jokes which are degrading to a person's actual or perceived sexual orientation
- outing an individual as lesbian, gay or bisexual without their permission
- ignoring or excluding an individual from activities because they are lesbian, gay or bisexual
- spreading rumours or gossip about an individual's actual or perceived sexual orientation
- asking an individual intrusive questions about their private life
- making assumptions and judgements about someone based on their actual or perceived sexual orientation
- verbally or physically abusing or intimidating someone because of their actual or perceived sexual orientation

Harassment related to gender reassignment*

Harassment related to gender reassignment is illegal under the Equality Act 2010. It is also unlawful harassment to treat a person less favourably as a result of their submission to or rejection of conduct which amounts to harassment related to gender reassignment. A person has the characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing the physiological or other attributes of sex. Individuals do not have to be under medical supervision to be protected by the law. University policies, practices, and procedures cover all gender identities including trans, non-binary and gender non-conforming people.

The following are some examples of activities that might constitute harassment related to gender reassignment:

- refusing to address a trans person by their preferred name and correct gender pronoun
- repeated and deliberate mis-gendering of a trans person or people
- denying a trans person or people access to the appropriate single sex facilities such as toilets or changing rooms
- engaging in banter or making transphobic comments, taunts or jokes
- outing an individual as trans without their permission or spreading rumours or gossip about their gender identity, expression and/or history
- ignoring or excluding an individual from activities because they are trans
- asking a trans person intrusive questions about their private life
- making assumptions and judgements about someone based on their gender identity, expression and/or history
- verbally or physically abusing or intimidating someone because they are trans

Harassment related to race

Harassment related to race is illegal under the Equality Act 2010. Harassment related to race includes harassment related to colour, nationality, ethnic or national origins.

The following are some examples of activities that might constitute harassment related to race:

- derogatory name-calling
- insults, threats and racist jokes

- ridicule of an individual for racial or ethnic difference
- racist graffiti, images or insignia.
- microaggressions including asking persistent questions such as where a person is really from
- making persistent comments about appearance, command of language or stereotypical assumptions based on race
- not using the individual's name or adopting a nickname.

Harassment related to religion or belief

Harassment related to religion or belief is illegal under the Equality Act 2010. Harassment is never lawful and religious or other belief does not justify harassment on any other ground including gender identity and sexual orientation.

Harassment related to religion or belief of an individual or a group can be because of:

- their religion
- that they have no religion
- that they have changed or renounce their religion
- their religious or philosophical belief
- their lack of any such belief

The following are some examples of activities that might constitute harassment related to religion or belief:

- teasing or mocking someone for holding a particular religion or belief
- persistently asking an individual intrusive questions about how they choose to observe their religion or belief
- ostracising someone because of their religion or belief
- failing to respect the religion or belief of another (i.e. by persistently offering inappropriate food and drink)
- persistent criticism of employee for not wearing appropriate uniform or dress

Harassment related to disability

Harassment related to disability is illegal under the Equality Act 2010. A person has a disability for these purposes if they have a physical or mental impairment which has a substantial and long-term adverse impact on that person's ability to carry out normal day-to-day activities. The Act provides for certain people to meet the definition of disability without having to show that they have an impairment that has or is likely to have a substantial, adverse long-term effect on their ability to carry out normal day-to-day activities. This includes people who have cancer, HIV infection, multiple sclerosis and people who are certified as blind, partially sighted, severely sight impaired or sight impaired by a consultant ophthalmologist.

The following are some examples of activities that might constitute harassment related to disability:

- direct verbal abuse or comments that make a disabled person feel uncomfortable, intimidated or degraded
- comments which fail to acknowledge the employee disability
- physical abuse
- jokes or banter relating the disabled person
- mimicking or teasing a person about their disability
- deliberately altering physical space or removing equipment required by the disabled person

Harassment related to age

Harassment because of age is illegal under the Equality Act 2010.

The following are some examples of activities that might constitute harassment related to age:

- direct verbal abuse or comments about age that make a person feel uncomfortable, intimidated or degraded
- unjustified exclusion of a person because of their age
- ageist jokes
- using inappropriate language, related to age, to describe someone (e.g. 'over the hill', 'wet behind the ears')

Bullying

Bullying is not defined in UK law and the University can apply its own definition. The University defines bullying as follows:

“Bullying is offensive, intimidating, malicious or insulting behaviour, and/or an abuse or misuse of power, through means that may reasonably be considered to have the effect of undermining, humiliating, denigrating or injuring the recipient or recipients (emotionally or physically).”

Examples of behaviours that may constitute bullying include:

- making someone feel frightened, less respected, made fun of or upset
- spreading a false rumour about someone
- putting someone down in meetings
- not allowing someone to go on training courses, but allowing everyone else to
- giving someone a heavier workload than everyone else
- excluding someone from team/group social events
- persistently ignoring or ‘talking down’ an individual
- criticising an individual in an inappropriate manner or belittling them about their work, personality or appearance
- pressurising an individual into behaviour or actions against their wishes

In certain situations, one-off actions may constitute bullying.

Harassment or bullying via social media or other electronic means

Harassment or bullying through social networking sites and messaging apps such as Facebook or Twitter or through other electronic means such as text message or email is not acceptable. The following are some examples of what might constitute this form of harassment or bullying:

- Pages that identify and shame individuals
- Images altered to degrade individuals
- Photos or videos of physical bullying posted to shame the victim
- Sharing personal information to blackmail or harass people and
- Repeatedly targeting other people with unwanted friend requests or messages
- Non-consensual sharing of sexually explicit photographs

Victimisation

Victimisation is illegal under the Equality Act 2010. Victimisation takes place where one person treats another badly because they in good faith have performed a “protected act”, for example taken or supported any action taken for the purpose of the Equality Act 2010, including in relation to any alleged breach of its provisions. It also provides that victimisation takes place where one person treats another badly because they are suspected of having done this or of intending to do this. A person is not protected from victimisation where they maliciously make or support an untrue complaint.

Hate incidents

The University investigates any incident which is perceived by the victim, or any other person (e.g. a witness), to be motivated by hostility or prejudice based on a person's:

- disability or perceived disability;
- race or perceived race;
- religion or perceived religion;
- sexual orientation or perceived sexual orientation;
- transgender identity or perceived transgender identity.

Where, following investigation and consideration of the evidence, an incident is found to be motivated by hostility or prejudice, the University will consider this to be a Hate Incident and treat this as an aggravating factor in considering any appropriate action to take. Hate Incidents may also be crimes and consideration should be given to reporting such matters to the police.

The incident can take many forms, and be perpetrated by either an individual or group, including:

- physical attacks, such as physical assault, damage to property, offensive graffiti, neighbour disputes and arson
- threat of attack, including offensive letters, abusive or obscene telephone calls and other intimidating behaviour
- verbal abuse or insults, abusive gestures
- other abuse, such as offensive leaflets and posters, unfounded and malicious complaints and bullying.

Antisemitism

The University has adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism: Antisemitism is a certain perception of Jews, which may be expressed as hatred towards Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. The IHRA provides eleven examples of antisemitism (as set out in Appendix A to this document).

What should you do if you experience harassment or bullying?

If you feel that you are being subjected to harassment or bullying in any form by a student, a member of staff or a visitor, do not feel that it is your fault or that you have to tolerate it. The University's primary concern is that the harassment stops and that there is support and assistance available when needed.

If possible, you should make it clear to the person causing offence that their behaviour is unacceptable to you. You can speak to them directly but you may find it easier to do this by letter or email (you should keep a copy). This may in some instances be sufficient to stop the behaviour.

You can also ask someone else to speak to them on your behalf. This could be your Head of Department/Section who will take appropriate action to seek to stop any bullying or harassment.

You may also report any harassment or bullying to the Harassment Report and Support Service (see below).

It is important to make a note or keep a diary of the details of any relevant incidents which distress you – particularly if you feel unable to speak to the person concerned or if, having spoken to them, the behaviour persists. If the harassment has caused you to change the pattern of your work or social life or if it has had any effect on your health, you should include this information as well.

You do not have to experience harassment or bullying yourself to report it. If you observe someone else being harassed or bullied you are strongly encouraged to report it.

The Harassment Report and Support Service

You can contact the Harassment Report and Support Service through our Report and Support System. You are strongly encouraged to use this system to contact the Harassment Report and Support Service. However, if you prefer, the service can be contacted directly by email at harass@essex.ac.uk

The Report and Support Service allows you to make a report and ask for contact from an adviser or to make an anonymous report. The University has appointed and trained a network of Harassment Support Workers who will listen to you and offer advice and support. The Harassment Report and Support Service can be accessed by employees, workers, contractors, students, invitees and visitors to the University.

Reports of harassment and bullying received by a Harassment Support Worker will be passed on People and Culture (where the alleged perpetrator is an employee, worker, contractor, invitee or visitor or to the Student Progress Team (where the alleged perpetrator is a student) and appropriate action will be taken. For report of harassment and bullying to be investigated and action taken, the complainant's identity will usually need to be shared.

The Harassment Report and Support service operates from 9:00 am to 5:00 pm Monday to Friday during both term time and vacation.

Complaints about harassment and bullying can also be made using the University's other procedures

Making a complaint of harassment or bullying

If you are an employee, worker, contractor, invitee or visitor and you want to make a complaint of harassment or bullying you should use the Complaints of Harassment or Bullying Procedure.

If you are a student and you want to make a complaint of harassment or bullying by someone working for the University, you should use the Student Concerns and Complaints Procedure. If you would like to make a complaint about another student, use the Code of Student Conduct.

- Where a complaint of harassment or bullying received via the Student Concerns and Complaints Procedure involves an employee, worker, contractor, invitee or visitor, People and Culture will advise on process and any investigation;
- Where a complaint of harassment or bullying received via the Complaints of Harassment or Bullying Procedure involves a student, People and Culture will either try to resolve the complaint informally through the relevant Head of Department or pass it on to the Student Progress Team to deal with, depending on the nature of the complaint.

Advice and support can also be obtained from the other agencies listed in the Advice and Support section of these guidelines.

Where reports are made anonymously, the University is less likely to be able to take any action.

What you should do if you experience serious assault or sexual violence

If you experience serious assault or sexual violence and are in danger, or you witness a serious assault or sexual violence and the person involved is in danger, it is particularly important that you seek help immediately. You should therefore report it to the University in the first instance. If you are on Colchester campus, contact the Information Centre on Square 2, either in person or by **calling extension 2222** or **01206 872222**. If you are on Southend Campus, contact University Square Reception either in person or by **calling 01702 328400** or **07872 7988085**. If you are on Loughton Campus, call reception during office hours on **extension 5983** or **020 8508 5983** or security from 5pm to midnight (Monday to Saturday) on **07825 670709**). The University will advise you on reporting to the Police and can also send Patrol Officers to the site of the incident.

You can also contact any of the other services listed on pages 17-19 of this booklet.

If you have been the victim of, or witnessed, an assault or sexual violence, the Harassment Report and Support Service can offer guidance and direct you to various internal and external support agencies.

Alleged perpetrators: Students

If you are a student and you are alleged to have committed a criminal offence and the matter is being dealt with under the criminal process, the University will follow the procedures as set out in the Code of Student Conduct.

These state:

“Where the Code is initiated alongside criminal proceedings, it will be kept under regular review and may be suspended if there is a clear reason to do so. An example of when the procedure may be initiated and then suspended would include when the University’s internal procedures risk prejudicing the criminal proceedings. When considering circumstances in which a suspension may be appropriate, the Student Progress Team will consult with the Police prior to making any recommendation to the Registrar and Secretary for decision.” (Code of Student Conduct Appendix 2)

If the matter is not being dealt with under the criminal process or where the criminal process has concluded, the University will consider whether a breach of discipline appears to have occurred and the matter will be dealt with through the Code of Student Conduct procedures.

Harassment Support Workers can offer advice and support if you have been the victim of an assault.

Alleged perpetrators: Employees

The University is able to investigate incidents of alleged serious misconduct against employees, including assault and, where appropriate, institute disciplinary procedures.

If you are an employee and you are alleged to have committed an offence serious enough to commence formal disciplinary action, this will be dealt with under the University's Disciplinary Procedure.

Where disciplinary action is initiated alongside criminal proceedings, it will be kept under regular review and may be suspended if there is a clear reason to do so. An example of when the procedure may be initiated and then suspended would include when the University's internal procedures risk prejudicing the criminal proceedings. When considering circumstances in which a suspension may be appropriate, People and Culture will consult with the Police prior to making any recommendation to the Registrar and Secretary for decision.

What you should do if you experience or witness a hate incident

You can report a hate incident to the University's Hate Incident Reporting Centre (HIRC). The HIRC can assist staff and students in reporting hate incidents or crimes to Essex Police. You can also report an incident directly to the police. To book an appointment with a trained Hate Crime Ambassador please email hirc@essex.ac.uk and someone will respond to arrange a suitable time. You should report incidents to the University by contacting one of the following:

(Please add **01206 87** if calling from an external phone or **224** before the four digit number if calling using the StudentCom service in University accommodation).

Student Services Hub T 4000

Students' Union Advice Centre T 2021

Head of Equality, Diversity and Inclusion T 3506

Director of People and Culture T 3394

***Please note**

You are encouraged to report an incident to the University in the first instance, but if you do report an incident directly to the police, please ensure you also report the incident to the University by contacting one of the services mentioned above.

The Student Services Hub will also be able to give information about the personal and academic support that is available within the University.

Members of staff may also want to inform their trade union.

Confidentiality

The University has an obligation to protect both you and other members of the campus community and for this reason the appropriate University authorities may need to be informed. You will be advised of this before any disclosure is made. Information will only be disclosed to relevant parties and all investigations will remain confidential.

Vexatious complaints

Complaints of harassment and bullying are treated seriously by the University. It should therefore be noted that anyone making mischievous or malicious complaints will be dealt with under the appropriate disciplinary procedures.

Academic freedom, freedom of expression and inclusion

We are a University that values academic freedom, freedom of expression and inclusion. Academic Freedom is an essential part of academic and University life and flourishes where there is tolerance of, and respect for, a wide range of views and beliefs. In addition, everyone has the right to freedom of expression within the law. Our commitment to inclusion demands that we exercise our freedoms responsibly, respectfully and with due regard to the values we share as a community. This means that neither academic freedom nor freedom of expression can be used as an excuse for subjecting an individual or group to bullying or harassment or for committing a hate incident or crime.

Advice and support

Equality, Diversity and Inclusion

T 3506/3507

E diversity@essex.ac.uk

Harassment Report and Support Service Helpline

T 4334

E harass@essex.ac.uk

Student Services Hub

Colchester Campus

T 4000

E askthehub@essex.ac.uk

Loughton Campus

T 02085 085983

E askthehub-lc@essex.ac.uk

Southend Campus

T 01702 328200

E askthehub-sc@essex.ac.uk

People and Culture

T 3433

E staffing@essex.ac.uk

Students' Union Advice Centre

T 2021

E su@essex.ac.uk

Nightline

T 2020/2022

E nl@essex.ac.uk

NHS 111

(for emergency medical help or advice) T 111

University Medical Practice

T 01206 794484

E hcentre@essex.ac.uk

Faith Centre

(Follow website address and click on User Groups for individual email addresses)

T 3108

W www2.essex.ac.uk/chaplaincy

University Emergency

Colchester campus

T 2222

Loughton campus

T 5983 (during office hours)

T 5983 (5pm - midnight)

Southend campus

T 01702 328400 or 07872 7988085

(For Fire, Police or Ambulance only)

Security

T 2125/3148

E patrol@essex.ac.uk

Joint Trade Unions

UCU

E ucu@ucumail.essex.ac.uk

Unison

E dengli@essex.ac.uk

Unite

T 3974

E ccmcau@essex.ac.uk

Other agencies

Colchester Police Station

T 01206 762212

Loughton Police Station

T 01279 641212

Essex Police

T 01245 491491

Police – non-emergency

T 101

Equality and Human Rights Commission

T 0845 604 6610

www.equalityhumanrights.com

Colchester Rape Crisis Line

T 01206 769795

South Essex Rape & Incest Crisis Centre

T 01375 380609

E info@rapecrisis.org.uk

Essex Partnership of Rape Crisis Centres

T 0300 003 7777

Essex Sexual Assault Referral Centre

(Brentwood)

T 01277 240620

E info@rapecrisis.org.uk

Samaritans (national)

T 08457 909090

E jo@samaritans.org.uk

Colchester Samaritans

T 01206 561234

E jo@samaritans.org.uk

Southend Samaritans

T 01702 611911

E jo@samaritans.org.uk

Victim Support

T 0845 3030900

Outhouse East

T 0845 1232388

E info@outhouseeast.org.uk

Terence Higgins Trust Colchester

T 01206 798595

London Lesbian and Gay Switchboard

T 020 7837 7324

E admin@llgs.org.uk

Help and Advice for HIV and AIDS

T 01403 210202

www.avert.org/contact.htm

Stonewall

T 0800 050 20 20

E info@stonewall.org.uk

Appendix A: International Holocaust Remembrance Alliance (IHRA) examples of Antisemitism

As set out at <https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>

To guide IHRA in its work, the following examples may serve as illustrations:

Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar to that leveled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.

- Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.
- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- Holding Jews collectively responsible for actions of the state of Israel.

Policy information

Title: Harassment and bullying: Our zero tolerance approach

Policy Classification: Guidelines

Security Classification: Open

Security Rationale: Applies to all employees, workers, contractors, students, invitees and visitors

Nominated Contact: Head of Equality and Diversity

Responsible UoE Section: People and Culture

Approval Body: Council

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