**Definitions for Dignity and Respect at Leicester Policy**

**Content Warning**

**The following definitions include sensitive content that readers may find distressing, in terms of the examples of unacceptable behaviour provided, including in relation to sexual harassment and violence.**

For the purposes of this document the terminologies and behaviours detailed below should be used in the context of working within the Dignity and Respect Policy and relevant staff or student procedure frameworks. These are not exhaustive lists and the behaviours below may interact with one another – they do not necessarily have to be seen in isolation. Therefore, each case must be reviewed based on the facts and experiences of the parties involved.

**Glossary:**

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| **Terminology** | **Definition** |
| Courtesy | The showing of politeness in attitude and behaviour towards others. |
| Dignity | For the purpose of the Policy ‘dignity’ is defined as how people feel and think about their own self-esteem, self-worth and value. |
| Power | The capacity or ability to direct or influence. |
| Respect  | To have due regard for someone’s feelings, wishes or rights. |
| Cyber  | Relating to or involving computers, computer networks, other mobile technologies and on-line spaces /mediums |

**Prohibited Behaviours:**

| **Behaviours** | **Definition**  | **Mode** | **Examples** |
| --- | --- | --- | --- |
| Abuse | Treat with cruelty or violence, especially regularly or repeatedly. Any action that intentionally harms or injures another person. | Physical Verbal Financial Emotional Psychological Sexual Neglect Organisational WrittenCyber/ Social Media - online activity that is reasonably likely to have a seriously threatening, intimidating, harassing or humiliating effect (see the University’s [Use of Computers Policy](https://www2.le.ac.uk/offices/ias/resources/policies/ispolicy/strategic-policy/Use%20of%20Computers%20Policy%20-ISP-S9-%20V12.pdf) and [Internet Code of Practice](https://www2.le.ac.uk/offices/itservices/about/policies/regulations/internet-code-of-practice) for further details about the use of University IT services and online access through the University’s network). | * Inappropriate gestures.
* Indecent comments.
* Derogatory remarks.
* Withholding care/ support/ resources from someone else with the intention of causing harm.
* Image based abuse - sharing intimate or sexual photos or videos without consent.
* Targeted /persistent personal attacks.
* Encouraging vulnerable people to self-harm and/or complete suicide.
* Sending /posting obscene pictures.
* Stalking a person online.
* Hacking into social media accounts.

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| Antisemitism | The University has adopted the International Holocaust Remembrance Alliance working definition of antisemitism: **“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward 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.”** | VerbalPhysicalCyber/ Social MediaWritten | The IHRA definition is supplemented by a list of contemporary examples that 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 endeavour.
* Applying double standards by requiring of it a behaviour 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.

Further detail can be found on the [IHRA webpages](https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism?focus=antisemitismandholocaustdenial).This definition should only be used by the University in relation to the Dignity and Respect at Leicester Policy in close consultation with the Equity, Diversity and Inclusion Team, and, where appropriate, the Students’ Union. |
| Bullying | “Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure” (ACAS).A person may be bullied even if they were not an intended target of the behaviour. In deciding whether behaviour has the effect described above,  the following should be taken into account: 1. The perception of the person impacted
2. the other circumstances of the case
3. Whether it is reasonable for the behaviour to have that effect.

  | VerbalPhysicalCyber/ Social MediaWritten Emotional | * Continually ignoring or excluding an individual.
* Threats of a physical or psychological nature;
* Intimidation through physical or other threats.
* Using abusive language.
* Shouting at or humiliating an individual either in front of others or in private.
* Verbal or written abuse including non-communication.
* Derogatory name-calling and insults.
* Behaviour or language that causes fear or distress to others.
* Abuse of power by someone in a position of authority.
* Demonstrably setting someone up to fail.
* Inappropriate and derogatory remarks made in connection with performance.
* Fostering isolation or non-cooperation at work.
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| Discrimination | Discrimination, as defined by the Equality Act 2010, is when someone is treated less favourably on the grounds of one of the nine protected characteristics:* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race
* religion or belief
* sex
* sexual orientation
 | Discrimination is the state of being disadvantaged on the grounds of a protected characteristic. | * Direct discrimination.
* Indirect discrimination.
* Discrimination by association.
* Discrimination by perception.
* Discrimination arising from disability.

For further information about types and examples of discrimination see [here](http://www.legislation.gov.uk/ukpga/2010/15/contents/enacted)  |
| Coercion | Forcing a person to do something that they would not normally do by making threats against their safety or wellbeing, or that of their relatives or property. The person making the threats is attempting to gain compliance form a victim through intimidation.  | Physical Verbal Financial Emotional Psychological Sexual Neglect Cyber/ Social MediaWritten | * Threat of physical harm to individual, friend or family member.
* Threatening to disclose an intimate secret.

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| Harassment | Harassment is unwanted conduct, related to a relevant protected characteristic, and which has the purpose or effect of violating a person’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. A person may be harassed even if they were not an intended target of the behaviour. In deciding whether behaviour has the effect described above, the following should be taken into account: 1. The perception of the person impacted
2. the other circumstances of the case
3. Whether it is reasonable for the behaviour to have that effect.
 | Physical Verbal Emotional Psychological Sexual Cyber/ Social MediaWritten | * Unwelcome sexual advances which may include lewd comments, unwanted flirtations, physical contact, invasion of personal space or requests for sexual favours.
* Demeaning comments about a person’s appearance or identity.
* Verbal or written comments of an offensive nature, spreading malicious rumours.
* Displaying material or other material that is likely to cause offence to others.
* Unwelcome jokes or comments of a sexual or racial nature, or about an individual’s age, disability, sexual orientation or religion or any other protected characteristics.
* Incitement of others to commit harassment.
* Threats of a physical or psychological nature.
* Stalking.
* Slurs relating to a protected characteristic.
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| Hate Crime /Incidents  | Any non-crime incident or criminal offence, which is perceived by the victim or any other person, as being motivated by hostility or prejudice based on a person’s:* disability
* gender identity
* race
* sexual orientation
* religion
* or any other perceived difference
 | VerbalPhysicalCyber/ Social MediaWritten | * Physical attack.
* Sending offensive messages online.
* Damaging property.
* Harassing or intimidating.
* Calling others offensive names.
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| Islamophobia | The University has adopted the All Party Parliamentary Group on British Muslim’s definition of Islamophobia:“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.” We recognise that the APPG definition is not ideal because Islamophobia is not rooted in racism. Whilst Muslims comes from many ethnic backgrounds, Islamophobia is a result of perceptions related to faith not race. It has been agreed that the adoption of the APPG definition of Islamophobia will be reviewed once consultation which is currently being undertaken by FOSIS to review and revise the definition is completed (expected by September 2021). | VerbalPhysicalCyber/ Social MediaWritten | The APPG definition is supplemented by a list of contemporary examples that include but are not limited to:* Calling for, aiding, instigating or justifying the killing or harming of Muslims in the name of a racist/ fascist ideology, or an extremist view of religion.
* Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Muslims as such, or of Muslims as a collective group, such as, especially but not exclusively, conspiracies about Muslim entryism in politics, government or other societal institutions; the myth of Muslim identity having a unique propensity for terrorism, and claims of a demographic ‘threat’ posed by Muslims or of a ‘Muslim takeover’.
* Accusing Muslims as a group of being responsible for real or imagined wrongdoing committed by a single Muslim person or group of Muslim individuals, or even for acts committed by non-Muslims.
* Accusing Muslims as a group, or Muslim majority states, of inventing or exaggerating Islamophobia, ethnic cleansing or genocide perpetrated against Muslims.
* Accusing Muslim citizens of being more loyal to the ‘Ummah’ (transnational Muslim community) or to their countries of origin, or to the alleged priorities of Muslims worldwide, than to the interests of their own nations.
* Denying Muslim populations the right to self-determination e.g., by claiming that the existence of an independent Palestine or Kashmir is a terrorist endeavour.
* Applying double standards by requiring of Muslims behaviours that are not expected or demanded of any other groups in society, eg loyalty tests.
* Using the symbols and images associated with classic Islamophobia (e.g. Muhammed being a paedophile, claims of Muslims spreading Islam by the sword or subjugating “Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.” minority groups under their rule) to characterize Muslims as being ‘sex groomers’, inherently violent or incapable of living harmoniously in plural societies.
* Holding Muslims collectively responsible for the actions of any Muslim majority state, whether secular or constitutionally Islamic.

This definition should only be used by the University in relation to the Dignity and Respect at Leicester Policy in close consultation with the Equity, Diversity and Inclusion Team, and, where appropriate, the Students’ Union. |
| Microaggression  | Derogatory slights or insults directed towards person or persons who are in a marginalised or minoritised group. Whether intentional or unintentional, they communicate hostile or negative insults towards these groups through verbal/non-verbal gestures. E.g. Racial microaggressions often automatically and unconsciously directed toward an individual(s) due to their identities.  | VerbalPhysicalCyber/ Social MediaWritten | * Explicit derogations characterized primarily by a verbal or nonverbal attack meant to hurt the intended victim through name calling, avoidant behaviour, or purposeful discriminatory practices.
* Communications that ‘convey’ rudeness and insensitivity and demean a person’s (racial) heritage or identity. They are often subtle snubs frequently unknown to the perpetrator but clearly convey a hidden insulting message to the recipient.
* Communications that exclude, negate or nullify the psychological thoughts, feelings or experiential reality of an individual.
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| Sexual Harassment and Violence | Any kind of unwanted sexual act or activity, including sexual assault, sexual abuse, and sexual harassment. The main factor in incidences of sexual violence is a lack of active consent. | Physical Verbal Cyber/ Social MediaWritten | **Sexual Harassment and Violence Involving Physical Contact**1. Sexual intercourse or engaging in sexual acts without consent.
2. Penetration of the anus, vagina or mouth with any body part or other object without consent.
3. Attempting to engage in sexual intercourse or sexual acts without consent.
4. Deliberately removing or damaging a condom during sex without the knowledge or consent of the other person (stealthing).
5. Kissing without consent.
6. Any form of unwanted sexual touching in what may reasonably be perceived as a sexual manner without consent, for example, touching a person’s clothes, stroking their hair, touching their body or deliberately rubbing or brushing up against them.

**Sexual Violence and Harassment Not Involving Physical Contact**1. Making unwanted remarks that may reasonably be perceived to be of a sexual nature, for example, making sexual remarks about a person’s body, asking questions of a sexual nature, making sexual comments or innuendo or telling sexual jokes.
2. Making unwarranted and unsolicited noises to another person such as wolf-whistling or catcalling or sex-based noises such as sexual grunting or moaning.
3. Repeated, unwanted and unsolicited contact of a sexual nature either in person or by telephone.
4. Sharing or creating private sexual materials (i.e. those made of an individual with the understanding that they would not be shared) such as videos or photographs in physical spaces – including the creation of imagery without the individuals’ involved consenting at any stage of that creation (e.g. “deepfakes” and “upskirting”).
5. Sharing or creating public sexual materials in physical spaces with the intention to sexually harass or incite harassment or violence.
6. Inappropriately showing sexual organs (e.g. penis/ external genitalia) to another person, or inappropriately allowing sexual organs to be seen, in a physical space – including masturbation in a public space.
7. Taking pictures under a person’s clothing without their knowledge to view their genitals or buttocks (referred to as ‘upskirting’).

**Sexual Harassment and Violence Online or in a Virtual Space**1. Sharing or creating private sexual materials without the consent of those involved (i.e. those made of an individual with the understanding that they would not be shared) online or through digital spaces – including the creation of imagery without the individuals’ involved consenting at any stage of that creation (e.g. “deepfakes”).
2. Sharing or creating public sexual materials (i.e. pornographic materials that are widely available via media outlets) online or in digital spaces with the intention to sexually harass, abuse or incite hated or abuse.
3. Inappropriately showing sexual organs to another person, or inappropriately allowing sexual organs to be seen, online or in digital spaces – including masturbation in a public space.
4. Repeated, unwanted and unsolicited contact of a sexual nature with another person by text message, e-mail, social media or in any online or digital space (Note: “ repeated contact” in an online space constitutes repeated unsolicited contact in one digital platform or multiple unwanted contacts in numerous digital platforms).
5. Creating online accounts using a fake identity (e.g catfishing) that results in sexual misconduct (as defined within this policy).
6. Storing or viewing inappropriate material on University IT equipment.
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| Victimisation | Victimisation occurs where someone suffers a detriment (is placed at some kind of disadvantage) after making an allegation of discrimination or harassment, or supporting someone who has made, or intends to make, such an allegation.  |  |  |

**References - the above definitions and examples are informed by national and sector and good practice, legislation and guidelines. See the following for further information:**

* [ACAS: Bullying and harassment in the workplace a guide for managers and employers](https://www.acas.org.uk/index.aspx?articleid=1864)
* [Equality Act 2010](https://www.gov.uk/guidance/equality-act-2010-guidance)
* [Equality and Human Rights Commission](http://www.equalityhumanrights.com/publication/employment-statutory-code-practice)
* [The General Data Protection Regulation 2018, (GDPR)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/711097/guide-to-the-general-data-protection-regulation-gdpr-1-0.pdf) and the [Data Protection Act 2018](http://www.legislation.gov.uk/ukpga/2018/12/pdfs/ukpga_20180012_en.pdf)
* [Human Rights Act 1998](https://www.legislation.gov.uk/ukpga/1998/42/pdfs/ukpga_19980042_en.pdf)
* [Protection from Harassment Act 1997](https://www.legislation.gov.uk/ukpga/1997/40/pdfs/ukpga_19970040_en.pdf)
* [Public Interest Disclosure Act 1998](https://www.legislation.gov.uk/ukpga/1998/23/pdfs/ukpga_19980023_en.pdf)
* [Rape Crisis England and Wales](https://rapecrisis.org.uk/get-informed/about-sexual-violence/)
* [Hate Crime Operational Guidance 2014](https://www.college.police.uk/What-we-do/Support/Equality/Documents/Hate-Crime-Operational-Guidance.pdf)
* [Health and Safety at Work Act 1974 – duty to everything reasonable and practicable to ensure the health and safety of staff and students](https://www.legislation.gov.uk/ukpga/1974/37/pdfs/ukpga_19740037_en.pdf)
* Higher Education (Freedom of Speech) [Act](https://www.legislation.gov.uk/ukpga/2023/16) 2023
* [Changing the Culture](https://www.universitiesuk.ac.uk/policy-and-analysis/reports/Documents/2016/changing-the-culture.pdf)
* [Pinsent Mason Guidelines](https://www.universitiesuk.ac.uk/policy-and-analysis/reports/Documents/2016/guidance-for-higher-education-institutions.pdf)

University Policies that should be read in conjunction with the Dignity and Respect at Leicester Policy:

* + [Dignity and Respect at Leicester Staff Procedure](https://uniofleicester.sharepoint.com/sites/staff/equality-diversity/Shared%20Documents/D%26%20R%20Docs%20PDF%20versions/D%26R%20at%20Leicester%20Staff%20Procedure%20V1%20July%202019.pdf?csf=1&e=zS7HMF&cid=5fd155e2-c96e-448e-9817-12684b09ef35)
	+ [Dignity and Respect at Leicester Third Party Procedure](https://uniofleicester.sharepoint.com/sites/staff/equality-diversity/Shared%20Documents/D%26%20R%20Docs%20PDF%20versions/D%26R%20at%20Leicester%20Third%20Party%20Procedure%20%20V1%20Aug%202019.pdf?csf=1&e=qq70Vh&cid=0be722b6-7245-42d8-8a73-ea1b2ac28296)
	+ [Staff Grievance Ordinance Policy](https://www2.le.ac.uk/offices/hr/docs/policies/grv-ord-pol.pdf/view)
	+ [Staff Discipline Ordinance Policy](https://www2.le.ac.uk/offices/hr/docs/policies/disc-ord-pol.pdf/view)
	+ [Senate Regulations for Students and associated student conduct and discipline policies](https://www2.le.ac.uk/offices/sas2/regulations/senate-regulations)

Other University Policies that may be considered in conjunction with the Dignity and Respect at Leicester Policy and associated procedures:

* + [Internet Code of Practice](https://www2.le.ac.uk/offices/itservices/about/policies/regulations/internet-code-of-practice?uol_r=0045193c)
	+ [Staff Social Media Guidelines](https://www2.le.ac.uk/offices/hr/docs/policies/social-media)
	+ [Personal Relationships Policy](https://uniofleicester.sharepoint.com/%3Aw%3A/r/sites/Policy/_layouts/15/Doc.aspx?sourcedoc=%7B1381C92F-3121-468B-AD84-1AF0DDA92D30%7D&file=Personal%20Relationships%20Policy%20V1.docx&action=default&mobileredirect=true&DefaultItemOpen=1&cid=0dadc8de-15b0-4621-8c6a-42219fbdb003)
	+ [Whistleblowing Policy](https://uniofleicester.sharepoint.com/sites/staff/difficult-work-situations/whistleblowing/Shared%20Documents/Whistleblowing%20Policy%20Updated%20May%202017.pdf?csf=1&e=FNUF5c)
	+ [Managing Stress in the Workplace](https://www2.le.ac.uk/offices/hr/docs/policies/management-of-stress-policy-procedure)