



## No Space for Hate Policy

### 1. Scope

- 1.1 This policy aims to ensure students and visitors are able to challenge behaviour which does not respect the rights and dignity of others and to raise genuine complaints about hate, harassment or bullying without fear of victimisation.
- 1.2 The purpose of this policy is to promote the development of a working environment in which these actions are known to be unacceptable and where individuals have the confidence and choice to report these, should they arise, in the knowledge that their concerns will be dealt with appropriately and fairly.
- 1.3 The procedure aims to ensure that a fair, constructive and consistent approach is taken when dealing with bullying and harassment, and that issues are resolved as fairly and promptly as possible.
- 1.4 This policy should be used where a student or visitor to the University considers they have experienced hate, harassment or bullying by:
  - a member of staff
  - a student
  - a third party under contract with the University (a Student can be supported by the University but the University cannot hold a member of the public to account)
- 1.5 Where a complaint of harassment and bullying is made by a student or visitor against a member of staff the matter will be referred to Human Resources (HR) by the Student Appeals & Conduct Officer (SACO) a nominee of the SACO or Security.
- 1.6 Where the student is also an employee of De Montfort University, the University Investigations team will work collaboratively with Human Resources to review the case.



1.7 This policy works alongside the following separate [university policies and regulations](#) including but not limited to:

- General Regulations and Procedures Affecting Students
- Policy on Dignity and Respect (Students)
- Dignity at Work (Staff)
- Student Social Media Policy
- Use of Computers Policy
- Freedom of Expression
- Academic Freedom Policy
- Safeguarding Policy
- Sexual Misconduct

1.8 Hate, harassment and bullying can occur in various ways, for example:

- Amongst students
- Students towards staff
- Staff towards students
- Face to face, in writing, electronically (e.g. texts or emails) or via any social media platform

1.9 A Student who is experiencing hate, bullying or harassment may submit a report themselves. However, where another student or member of staff becomes aware of hate, bullying or harassment, they may submit a report. Further investigation will not go ahead if the person being bullied or harassed does not wish it to. Please note that anonymous reports cannot be investigated.

Students who disclose an issue to a No Space for Hate adviser will be signposted towards a range of support and reporting options.

Students will be given information about how to report misconduct formally to the university via DMU Security and will be given information about how they can report to the police or other external agencies.



No Space for Hate advisers will also signpost students towards welfare support options such as university mental health support services. Welfare support is available to all students, whether or not they report an issue formally to the university. 1.10 Further

[Dignity at Work Policy.pdf \(sharepoint.com\)](#)

provides resources on Co

[Managers \(sharepoint.com\)](#). Additionally, the University offers a free and confidential health and wellbeing support to all employees via the external [Family Assistance](#)

[Poster.pdf \(sharepoint.com\)](#)

Unacceptable Behaviour Policy.pdf (sharepoint.com) and speak to their line

manager or another appropriate manager in the first instance for guidance and support. As above, employees are also able to access free and confidential



- 2.3 The Police and Crown Prosecution Service (CPS) have agreed a common definition of hate incidents. Something is a hate incident if the victim or anyone else perceives it was motivated by hostility or prejudice based on one or more of the following things:
- disability or perceived disability
  - race or perceived race
  - religion or perceived religion
  - transgender identity or perceived transgender identity
  - sexual orientation or perceived sexual orientation
- 2.4 This means that if you perceive something as a hate incident, it should be recorded as such by the person you are reporting it to. Reports can be taken either by a security officer or an authorised officer. De Montfort University recognises and will investigate incidents based on a person's nationality, someone's appearance and/or identity, including alternative subcultures. It also considers misogyny and misandry as forms of hate incidents.
- 2.5 Anyone can be the victim of a hate incident. For example, someone could be targeted because of an incorrect perception they follow a particular religion, or because they have a family member with a disability.
- 2.6 This policy is not intended to restrict the exercise of free speech, and there is a recognition that some people will hold views which others find offensive. However, there is an expectation that any views which are expressed are done so in a respectful way, with due regard to the impact that they may have on other people. If views are conveyed in a way in which are intended to express hate, or a reasonable observer would consider likely to be received in that way, then consideration may be given to whether this constitutes a hate incident. Other personal characteristics
- 2.7 The examples of hate incidents referred to in Annex 1 may be classed as a crime by the police if they are connected with a crime or as a course of conduct which amounts to stalking or harassment.



## 2.8 Hate Crime

When hate incidents become criminal offences they are known as hate crimes. A criminal offence is something which breaks the law. The University can only investigate incidents that breach the University regulations, [General Regulations and Procedures affecting Students, Chapter 2](#). The University does not have the remit to investigate crimes.

2.9 Any criminal offence can be a hate crime if it is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's:

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

2.10 Incidents which are based on other personal characteristics, such as age and belonging to an alternative subculture, are not considered to be hate crimes under the law. You can still report these, but they will not be prosecuted specifically as hate crimes by the police and the Crown Prosecution Service, as outlined in points above.

## 2.11 Harassment

Harassment is a course of action (not an isolated action) that amounts to unwanted conduct, directed at a specific person or group, that is intimidating, hostile, humiliating, or offensive, whether or not that was intended. There are





## 2.19 Bullying

Bullying is offensive, abusive, intimidating, malicious or insulting behaviour, or an abuse or misuse of power, which undermines, humiliates, denigrates or injures the recipient. It is a pattern of repeated and persistent behaviour rather

- 3.3 The procedure for investigating a report of hate, bullying or harassment of any kind is not the same as the Student Complaints Procedure. The University follows the disciplinary procedure in cases of hate, bullying or harassment. The disciplinary pathway is attached to this policy at Annex 2.
- 3.4 The staff member will refer the student to No Space for Hate, where Staff will support the student through next steps and options available. The following is a list of some potential options a student may want to take, but is not exhaustive:
- The student may wish to report the incident to the police, more information on how Leicestershire Police deal with cases of hate crime can be found on the [Leicestershire Police website](#)
  - The student may only wish the University to investigate the incident as a breach of the University regulations. In this instance the University Security team will appoint a trained, impartial investigator to make further enquiries. The security team will also conduct a risk assessment and take further immediate action if required.
  - A student may not wish to pursue any further action but will be offered support for welfare and academic concerns:
    - Support to access specialist support, for example through Victim First
    - Support to access extensions, deferrals or interruptions if appropriate
    - Support to access specialist teams e.g. the Wellbeing Team or the Disability Team
- 3.5 All action is bespoke to the student's situation and undertaken with the consent of the student.
- 3.6 By exception the University may refer the case to the Police if the risk is deemed to warrant it, e.g. a safeguarding concern
- 3.7 If the reported student is registered on a professionally accredited programme, the faculty will be informed to consider whether there are grounds for Fitness to Practice procedures to be invoked.





- 3.8 Once an investigation is complete, a report is presented which may lead to disciplinary action for any student reported to be in breach of this policy, in accordance with the [University's General Regulations](#).
- 3.9 DMU Security will offer to refer the reporting and reported student for support and guidance for welfare and academic concerns.
- 3.10 Any police investigation will take priority over internal investigations so as not to jeopardise a criminal case. This may delay any internal investigation that the University undertakes. A flowchart outlining the above can be found at Appendix 2.

#### 4. Reporting

- 4.1 The university does recognise that students may wish to raise concerns confidentially. Any disclosure will be treated as confidential and will not be pursued further unless the situation warrants it.







7.3 The university is committed to ensuring all panel members involved in cases of harassment receive the appropriate training and support.

7.4 The university provides staff with guidance on how to respond to cases of disclosure.



## Annex 1 Types of Behaviour

Types of behaviour that form hate incidents and crimes, bullying and harassment.

Harassment may include, for example:

- offensive or intimidating comments or gestures
- unwanted physical conduct or 'horseplay', including touching, pinching, pushing, grabbing, brushing past someone, invading their personal space and more serious forms of physical or sexual assault
- mocking, mimicking or belittling a person because of their individual characteristics
- patterns of behaviour that are received as micro-aggressions\*
- racist, sexist, homophobic or ageist jokes or pranks, or derogatory remarks about a particular group of people
- outing or threatening to out someone as gay, lesbian, bisexual or trans, or unwanted questioning about a person's identity, including about their sexual orientation or gender identity
- ignoring or shunning someone because of their characteristics, for example



Micro-aggression is a term used for brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups. Examples might include:

- Telling someone “Your English is so good”
- Calling something you find strange “gay”
- Telling a woman she needs to smile more
- Asking a person of colour “Where are you really from?”



- Cyber bullying for example by email or the use of social networking sites to post derogatory messages or distribute confidential information about someone
- Picking on someone or demonstrably setting them up to fail
- Isolation or non-cooperation within the DMU community
- Excluding someone from social activities
- Coercive behaviour

### Abuse of specific groups

It is recognised that any group can be targeted for harassment and abusive behaviour and it is not possible to list all potential groups in this policy. However, examples of specific abuse groups are:

- Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.
- 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.
- Transphobia is intolerance of gender diversity. It can be active (intentionally going against gender variant people) or passive (not recognising or allowing for the fact that gender variance exists).







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