

ZERO TOLERANCE! CLUBS AND SOCIETIES WORKSHOP

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**PLEASE FEEL FREE TO ASK QUESTIONS
THROUGHOUT**

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I will answer them at the end of the session
(or will email them out later if we run out of time)



I always wondered
why somebody didn't
do something about
that, then I realized
I'm that somebody.



AIMS AND OBJECTIVES

Aim:

By the end of the workshop participants will feel empowered to challenge sexual harassment and make their clubs and societies more inclusive spaces.

Objectives:

- Understand what we mean by sexual harassment.
- Understand what a bystander is and how one can become an active bystander.
- Explore and practice possible scenarios that could be encountered at a club or society event.



WHAT IS SEXUAL HARASSMENT?

From UCLU's Zero Tolerance policy:

... Sexual harassment is any unwanted and/or persistent behaviour of a sexual nature. Sexual harassment includes, but is not limited to:

- Unwanted sexual comments (including comments about someone's body or private life).
- Unwelcome sexual invitations, innuendos, and offensive gestures.
- Wolf whistling, catcalling, or offensive sexual noises.
- Groping, pinching or smacking someone's body.
- Tugging, pulling or lifting up someone's clothing.
- Exposure of sexual organs.
- Stalking.



HOW DO YOU KNOW IF SOMETHING IS UNWANTED BEHAVIOUR?

Consent is defined as agreeing by choice, and having the freedom and capacity to make that choice.

What might impair someone's freedom and capacity to give consent?



HOW DO YOU KNOW IF SOMETHING IS CONSENSUAL?

How might you read a situation?

What would you look for to determine whether it's consensual?

- Is the person...
- Actively participating?
- Looking happy?
- Looking tense/uncomfortable?
- Looking around for help?
- Backed into a corner?
- Too drunk to consent?
- Unconscious?
- Being peer pressured by a group?



HOW DO YOU KNOW IF SOMETHING IS CONSENSUAL?

- Clubs and societies are a huge part of UCL life, people should be able to enjoy them free from harassment.
- Challenging harassment makes the society more welcoming and inclusive > this means better societies (with more members!)
- Students look up to the people who run their clubs and socs. Presidents and treasurers can lead by example.
- We ALL have a responsibility to create a safe environment. Staff, sabbs, students...



HOW UCLU DEALS WITH HARASSMENT

- We will not tolerate any form of harassment.
- In the immediate instance, you can report harassment to a member of staff or a security guard.
- Harassers will be immediately removed from our venues. Their details will be taken and they will be disciplined in accordance with our disciplinary procedures.
- We can support you in challenging harassment!



HOW SHOULD YOU DEAL WITH DISCLOSURES?

- Believe the person
- Offer them options
- Empower them to make their own choices
- Be non-judgemental
- Know your role – you're not expected to be a counsellor!



HOW SHOULD YOU DEAL WITH DISCLOSURES?

- Deal with it internally
- Report to UCLU
- Report to UCL
- External support



WHAT CAN YOU DO?

When bystanders intervene, the harassment is more likely to stop.

Direct
Action

Distraction

Delegation

Delay

Note: be aware of your own safety, as well as that of the target, when considering how to intervene



Cornell University



SITUATIONS EXERCISE

Would you respond in any of these ways?

- Direct action – directly intervening
- Distraction – an indirect approach
- Delegation – seeking outside assistance
- Delay – checking in with the target
- Disclosure support – referring people to sources of help



WHAT NEXT?

- You'll receive posters, etc to display at Welcome Fair
- If you would like your entire committee to do Zero Tolerance training, just ask!
- There will be training sessions run in the autumn for societies that were not able to attend this round.
- Be proud about being a Zero Tolerance club/society – tweet, post on fb, put it in your weekly email.



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QUESTIONS AND ANSWERS

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