

# Inclusive Communities Policy

An Inclusive Communities Policy is all about creating open and welcoming communities and physical and virtual environments so that all our members feel able to fully participate.

The Students' Union at UWE is committed to working with our members to provide collectively an inclusive, safe and supportive spaces for all students, where students can make the most of the opportunities available to them.

An inclusive community is one where all students, staff and visitors should feel welcome to participate in empowering, non-judgemental and non-threatening discussions, activities, services or events, free from threat, intimidation, and harassment-and free from fear this taking place.

The purpose of this policy is to ensure that students who could face discrimination in wider society can meet, thrive and engage in "safe" environments.

This policy is applicable to our whole student community and covers any Students' Union event or space, whether physical or virtual, and those created by societies, sports clubs and other SU programmes.

## **Commitment to Inclusive Communities:**

The Students' Union believes all students should be free from intimidation or harassment, resulting from prejudice or discrimination on the grounds of age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation, gender identity, trans status, socio-economic status, or ideology or culture, or any other form of distinction.

The Students' Union is committed to creating a safe, open-minded, inclusive and welcoming environment, in which members can study, live and work in an atmosphere of respect and tolerance.

Freedom of speech is important, intention to incite hatred is never acceptable. Any events must be in line with our [External Speakers Policy](#) to ensure the safety of all members.

## **Reporting a Breach of Policy / Make a Complaint**

The Students' Union at UWE has its own complaints and investigation procedure, and works closely with UWE Bristol to manage cases. To report a breach of policy or make a complaint, please follow the procedure laid out here: <https://www.thestudentsunion.co.uk/union/contact-us/complaints/>.

UWE has one Student Conduct and Discipline Policy which sets out behavioural expectations, sanctions and procedures for managing student behaviour and discipline:

<https://www.uwe.ac.uk/life/health-and-wellbeing/staying-safe-on-and-off-campus/student-conduct-and-reporting-incidents>

The University has three levels for managing alleged student misconduct:

Level 1: Local Intervention

Level 2: Disciplinary Action

Level 3: Disciplinary Hearing

Misconduct at Level 2 is usually defined as serious but contained incidents of misconduct and/or persistent minor incidents of misconduct, this includes physical, written or verbal abuse or intimidation against another member of the University community, including via social media, bullying, harassment or discrimination against another person, including the use of discriminatory language.