HERTS SU

Statement on the Prevention of Sexual Harassment by Third Parties

The University of Hertfordshire Students' Union is committed to building and fostering a safe, respectful, and inclusive environment for all employees, and everyone we work or interact with.

We have a zero-tolerance policy towards harassment in any form, including with sexual harassment, including acts perpetrated by third parties such as contractors, visitors, suppliers or any other external parties.

Herts SU recognises that sexual harassment can have a damaging effect on a person's mental and physical health and a negative impact our workplace culture and work to ensure this does not happen within our spaces, venues and employees.

In line with the Worker Protection Act 2023, we recognise our legal and ethical duty to take all reasonable steps to prevent sexual harassment in the workplace. This includes harassment by individuals who are not directly employed by the SU.

Sexual harassment is unwanted conduct of a sexual nature. It can be harassment or sexual harassment whether verbal, non-verbal, physical or online language or behaviour is unwanted even if it was not intended. If the behaviour was previously wanted but is no longer wanted this can still be sexual harassment. It can also still be sexual harassment if the actions or behaviour was intended to create an intimidating, hostile, degrading, humiliating or offensive environment, even if it did not have that effect.

***Anyone* can experience sexual harassment.**

A person may also be subject to harassment even if they were not the intended target and witnessed harassment. For example, a person maybe

harassed by a sexist joke or inappropriate sexual material if it creates an offensive environment for them to work or be in

We expect all third parties to abide by the following rules and behaviours while on site or working with us and our students:

- Treat our staff, students and other visitors with dignity and respect at all times.
- Be aware of and refrain from any type of behaviour; physical, verbal or intimidatory that could be deemed or interpreted as harassment by someone else.
- Any unwelcome comments, gestures, or behaviour of a sexual nature
- Be an Active Bystander to support anyone who is being harassed, and calmly challenge the perpetrator, rather than standing back and allowing it to take place unchallenged.
- Report any incidents of harassment to your SU contact immediately.

If an incident occurs, we will take it seriously and respond appropriately, which may include reviewing and potentially ending our working relationship.

For our partners and suppliers, we expect you to be fully aware of the duty to prevent sexual harassment and have taken steps within your own organisation to ensure that you comply with the requirements of the Worker Protection Act 2023, including training for your staff.

This statement, along with our anti-harassment and bullying policy will be sent out to all third parties prior to them attending campus and commencing work with us.

The SU reserves the right to terminate all working relationships where ongoing suitability and adherence to these practices cannot be demonstrated.

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Thank you for supporting our efforts to create a safe and respectful environment for everyone.

Hertfordshire Students' Union

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