

This policy is not intended to undermine or interfere with the Code of Practice for Freedom of Speech. Where there are inconsistencies, particular regard will be given to the Code of Practice for Freedom of Speech.

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### Policy Statement

Being a *supportive* organisation is one of Newcastle University Students' Union's (NUSU) six core values. We aim to ensure this through all aspects of the organisation. Under this value, NUSU is committed to providing a positive, safe and welcoming environment for all students, staff and visitors. NUSU will not tolerate hate related crimes/incidents and have a complaints and disciplinary procedure, ensuring every report, whatever level of severity, is taken seriously, and where necessary, investigated under the appropriate policy.

We commit to

- Ensuring NUSU supports all members to have a positive and safe student experience.
- Ensuring compliance with legislation in regard to hate crime.
- Train appropriate staff on the handling of disclosures relating to hate crimes/incidents, and active bystander intervention training.
- Train Freshers' Crew/Supervisors/Chiefs, committee members from societies and sports clubs, and other key NUSU student leadership roles on handling disclosures of hate crimes/incidents from the members, as part of EDI training.
- Offer support, information, advice and guidance to survivors/victims of hate crime/incidents.
- Empowering student reporters to make their own choices on where to report hate crime/incidents and where they would like to receive support.
- Ensuring every report, whatever level of severity, is taken seriously, and where necessary, investigated under one of our disciplinary policies.

- Acknowledging that students with protected characteristics face barriers to reporting incidents of this nature.
- Campaign on the subject of hate crime and hold Newcastle University to account on its practices, policies and procedures of this nature, if deemed necessary by the student body.

## **Scope**

This policy applies to everything NUSU does as a service provider, representative body and an employer. It covers conduct at our premises as well as related meetings, events and activity off site and at campuses other than in Newcastle.

## **Definitions**

Hate crime and hate incident are two terms used surrounding discriminatory behaviour both rooted in prejudice and discrimination. While they can intersect, there are differences.

[Hate crime - Victim Support](#)

### **What is a hate crime?**

A hate crime is any criminal offence which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice towards someone's race, religion, sexual orientation, transgender identity and disability. These aspects are known as 'protected characteristics'. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and damage to property.

### **Hate incidents**

Hate Incidents can feel like crimes to those who suffer them and often escalate to crimes or tension in a community. If you've experienced something that wasn't a crime, but you think it was motivated by prejudice against you, it's a hate incident. For example, if someone shouted abuse at you from their car. NUSU understand how upsetting these incidents can be and for this reason, they will be investigated in line with this policy.

### **What is a disability hate crime?**

Disability hate crimes and non-crime incidents are acts which target a victim because of the offender's hostility to a disabled person or disabled people in general. The Equality Act, 2010 (EA) generally defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

### **What is a racist hate crime?**

Racist hate crimes and non-crime incidents are acts which target a victim because of the offender's hostility. As such any incident or crime which is perceived by the victim to be racist will be recorded as such.

### **What is a religious hate crime?**

Religious hate crimes and non-crime incidents are acts which target a victim because of the offender's hostility towards them or a group based on their faith, or lack of one. As such any incident or crime which is perceived by the victim to be motivated by religious hostility will be recorded as such. Please see Related Policies below for details on the adopted definition of antisemitism.

### **What is sexual orientation hate crime?**

Sexual Orientation hate crimes and non-crime incidents are acts which target a victim because of the offender's hostility. Any incident or crime which is perceived by the victim to be motivated by hostility to people based on their sexual orientation will be recorded as such. A sexual orientation hate crime could target someone who is not themselves from the targeted group and the harmed person could be, for example, the child of a same-sex couple or someone mistaken as having a particular sexual orientation, so long as the offender was motivated, wholly or partially, by a hostility to that sexual orientation.

### **What is a transgender hate crime?**

'Transgender hate crimes' and non-crime incidents are acts which target a victim because of the offender's hostility to a transgender person or to transgender people in general. Any incident or crime which is perceived by the victim to be motivated by hostility to transgender people will be recorded as such. A transgender hate crime could target someone who is not themselves transgender and the harmed person could be, for example, the child of a transgender person or someone mistaken as being transgender, so long as the offender was motivated, wholly or partially, by a hostility to transgender people.

## **Support and Reporting Routes**

If any of these things are happening, students have options for reporting and seeking support.

### **Urgent help**

If something is happening now and you feel in danger, **contact the emergency services by dialling 999.**

You can **contact our University security team on 0191 208 6817** to let them know what is happening (on campus). This is especially important if the emergency services need access to campus.

### **Support services on campus that will not trigger an investigation.**

## **University Support**

The University know that seeking support and guidance after experiencing a distressing or traumatic incident is not always an easy decision to make. There are all kinds of reasons why you may be worried about seeking help. They understand this and so the Student Wellbeing Service will be with you as you begin to make decisions about your support and reporting options. Support from this service is confidential unless it is believed that you or others are in immediate danger. Using the service will not trigger any formal reporting or complaints processes either with the University or the Police.

The University support students regardless of their gender, race or ethnicity, disability, age, or any other part of their identity. You can use the link to disclose what has happened and/or refer yourself into the service. You will also have the option to disclose anonymously. If you choose to use this form anonymously Student Wellbeing will not be able to offer direct support or trigger any formal reporting mechanisms but will use the information you give to inform proactive and preventative actions.

[Discrimination/Hate Incidents | Student Wellbeing | Newcastle University](#)

### **Students' Union Support and Advice Hub**

The Support and Advice Hub can offer an informal and safe space for you to speak to one of the members of the team who can offer a 'listening ear' and help you to talk things through.

The Support and Advice Hub can also help support students by providing a confidential and independent place for you to book in to speak to a Student Adviser. The advisers can help with any practical support when your experiences can impact on aspects of your life such as housing and academic.

Students can [book in here](#) to speak to an Adviser.

We are located on the ground floor of the Students' Union so please pop in or if you prefer email <mailto:supportandadvice.union@ncl.ac.uk>

### **Students' Union Activities (Clubs and Societies)**

We understand how important Societies and Clubs can be to your university experience but are also very passionate about eliminating any type of discrimination and hate. Our team can offer informal advice and support on the options available to yourself and support you with the process throughout.

We're located on the first floor of the Students' Union, so please feel free to pop in or if you prefer email [activitesteam.union@ncl.ac.uk](mailto:activitesteam.union@ncl.ac.uk).

Welfare Officers in Clubs and Societies are passionate about the activities they are involved

in and have had formal training on how to offer initial support to students. They can also signpost and support you through options available elsewhere.

### **Formal reporting routes that WILL trigger an investigation**

#### **Students' Union Complaints**

Complaints and reports to the Students' Union should be submitted using the form [here](#). This form is used to report incidents from any NUSU staff member, individual student or group including Clubs and Societies.

The Students' Union will not investigate reports of misconduct against another student i.e., a student-on-student issue not related to a Students' Union activity, this is the remit of the University Student Progress Service. However, we will investigate and conduct a disciplinary investigation if the allegation relates to a student in a position of standing within the Students' Union, for example a Society President or an elected officer. The Support and Advice Hub staff can talk this through with you if that is helpful.

#### **Newcastle University Complaints Procedure**

If you are thinking about making a complaint about another student at the University or a member of university staff, you can contact the Casework Team by emailing [casework@ncl.ac.uk](mailto:casework@ncl.ac.uk). The University Wellbeing Service or the Support and Advice Hub can help talk you through this process.

#### **External Helplines and Reporting Services**

##### **Report to the Police**

If you or anyone with you is in immediate danger, please **call 999**. Otherwise, you can call the non-emergency number, which is **101** to report a crime, or attend your nearest police station to make a statement.

##### **Report Online**

If you do not want to approach the police directly, you can report online through [True Vision](#). True Vision is an online platform through which you can log the incident which has happened. You can choose to report anonymously, however please be aware this will limit the ability of the police to investigate and prosecute the offenders.

##### **Stop Hate UK**

Leading national organisation working to challenge all forms of Hate Crime and discrimination.

**Tell MAMA** (anti-Muslim hate crime) – 0800 456 1226

**On Your Side** (anti-Asian hate crime) - 0808 801 0393

If you are concerned about antisemitism, the [Union of Jewish Students](#) can help. You can also contact [CST](#) to report an incident and receive support.

[Reporting hate crime information from Gov.Uk](#)

### **Related Policies**

NUSU Disciplinary Policy Strategy and Guidance Annexe E and Appendix 1-8

NUSU Inclusivity Policy

NUSU Transgender Policy

NUSU Staff Disciplinary Process

NUSU Staff Grievance policy

NUSU Policy Document (Motion on NUSU to incorporate the IRHA definition of Antisemitism into the NUSU Hate Crime Policy – October 2021)

### **REVISION HISTORY**

Rev.	Date	OWNER	APPROVAL	DESCRIPTION OF CHANGE
KH	17.6.25	KH	GW	Updates to SAAH info. Updates to dead links Updates to definition of Hate crime/incidents.