

J. 19-5 Motion to Further Address Hate Crimes and Incidents in St Andrews

Owner: Shaina Sullivan

In Effect From: Immediately

Review Date: 15th October 2019

Notes

1. Motion “J. 19-2 Motion to Address Hate Crimes and Incidents in St Andrews” (**Appendix 1**, hereafter ‘*J. 19-2*’) was passed by the 2018-2019 Joint Councils on 19th February 2019.
2. *J. 19-2* resolved to create additional training slides for student representatives but none were implemented this academic year
3. *J. 19-2* resolved to co-opt a member to the Societies Committee to oversee more extensive training and monitor adherence to the motion’s resolves, including referring students to the disciplinary committee and signposting individuals who are involved with disciplinary incidents, but no member was co-opted this academic year
4. *J. 19-2* resolved to mandate societies and subcommittees to include specific text in their event descriptions, and for the aforementioned co-opted member to monitor adherence to this mandate, but no member was co-opted this academic year and adherence has not been monitored

Believes

1. That *J. 19-2* addresses an important issue in St Andrews but has procedural issues affecting its implementation, thus why the resolves have not been adhered to
2. That student volunteers should not be made to hold the responsibility and liability of disciplinary referrals and follow-up signposting
3. That mandating societies and subcommittees to include specific text in their event descriptions requires an undue and unrealistic amount of subsequent monitoring for a student volunteer to undertake

Resolves

1. For the incoming and outgoing Societies Officer, Director of Student Development & Activities, Director of Education, Association LGBT+ Officer, and any other relevant parties to hold a meeting prior to Society President, School President, and Association Councillor training in May to ensure the new slides are added and consistent across trainings for different representatives
2. For this training to include encouraging societies and subcommittees to include the following text to their event descriptions: “Our event is a fully inclusive space and follows the Students’ Association’s zero tolerance policy towards discriminatory and hateful speech and actions.”
3. For the Societies Officer and Director of Student Development & Activities to use their appropriate channels to encourage society committees to attend further trainings outside of the trainings mandated by the Affiliation Agreement

4. For the Students' Association and the Students' Association Joint Councils to condemn hate crime in all its forms.
5. To lobby the University to include the Students' Association's Zero Tolerance Policy in the matriculation and re-matriculation processes so that every student is aware of this policy.
6. For Equal Opportunities Committee, Sabbatical Officers, and other relevant parties to work towards easing of process of reporting hate crimes/incidents.
7. For the resolves in the present motion to replace the resolves set forth in J. 19-2.

Proposed

Shaina Sullivan, Director of Student Development and Activities

Seconded

Jamie Rodney, Association President

Parker Hansen, Association LGBT+ Officer

Markus Lee, SSC Societies Officer

Amy Bretherton, Director of Education

Flora Smith, Director of Wellbeing

SSC Societies Committee

Equal Opportunities Subcommittee

Appendix 1: J. 19-2 Motion to Address Hate Crimes and Incidents in St Andrews

J. 19-2 Motion to Address Hate Crimes and Incidents in St Andrews.

Owner: Zelda Tobias-Kotyk

In Effect From: April 1st 2019 Review Date: 19 February 2019

Notes

1. Affiliated Societies and Subcommittees are required to follow the policies and rules laid out by Students' Association. **Appendix 1**
2. The Students' Association amended and adopted the Zero Tolerance Policy in 2016 which "enforces a strict zero tolerance policy to harassment and bullying." **Appendix 2.**
3. There has been an increase in visible discriminatory speech and actions against the LGBT+ community within the University, Union, and town during the last academic year.
4. Other individuals with protected characteristics have also experienced visible discriminatory speech and actions.
5. **The Affiliation Agreement requires societies "to send a society officer to attend additional training as required by the SSC Societies Committee." Appendix 3.**
6. Hate crime defined by Police Scotland: "Hate Crime is any criminal offence motivated by a person's hatred of someone because of their perceived race, religion, gender identity, sexual orientation or disability." **Appendix 4.**
7. Hate incidents are defined by Police Scotland: "A hate incident is any incident that is not a criminal offence, but something which is perceived by the victim or any other person to be motivated by hate or prejudice." **Appendix 4.**

Believes

1. That Societies and Subcommittees have an obligation to provide a safe and welcoming environment for all members of their groups and attendees of their events.
2. That increased awareness of different identities and what classifies a hate crime/incidents as well as how to report a hate crime/incident will help to combat discriminatory speech and action.

Resolves

1. To condemn hate crime in all its forms.
2. To lobby the University to include the Students' Association's Zero Tolerance Policy in the

matriculation and rematriculation processes so that every student is aware of this policy.

3. **For Equal Opportunities Committee, Societies Officer and other relevant parties to create slides to**

be inserted into the societies president's training, school presidents' training, Association Councils' training and any1 other relevant trainings that will encompass pronouns/terminology, police definitions and reporting procedures

4. That a member will be co-opted to Societies Committee to oversee more extensive training sessions, such as Got Consent and Conscious Awareness Training; as well as monitoring adherence to Resolves points 2, 3 and 5.
 1. In the event that a matriculated student breaches the Students' Association's Zero Tolerance Policy then the student may be referred to the Student's Association Discipline Committee.
 2. The member will assist the discipline committee in following up with the incident in question by signposting the individual to proper procedures for reporting an incident.
5. Following the co-option of the member described in Resolves; To mandate Societies and Subcommittees to add the following text to the event descriptions of all events held in any Union or University space. They are also instructed and encouraged to add the following text any event regardless or location:

“Our event is a fully inclusive space and follows the Students' Association's zero tolerance policy towards discriminatory and hateful speech and actions.”
6. For Equal Opportunities Committee, Sabbatical Officers, and other relevant parties to work towards easing of process of reporting hate crimes/incidents.

Proposed

Zelda Tobias-Kotyk, *Association LGBT+ Officer*

Seconded

Equal Opportunities Subcommittee

Morgan Morris, *Association Community Relations Officer*

Kevin Phelan, *SSC Societies Officer*

Nicholas Farrer, *Director of Wellbeing*

Ciara McCumiskey, *Member for Widening Access and Participation* Jamie Minns, *Director of Student Development and Activities* Adam Powrie, *Director of Events and Services*