

Definitions for Dignity and Respect at Leicester Policy

For the purposes of this document the terminologies and behaviours detailed below should be used in the context of working within the Dignity and Respect Policy and relevant staff or student procedure frameworks. These are not exhaustive lists and the behaviours below may interact with one another – they do not necessarily have to be seen in isolation. Therefore, each case must be reviewed based on the facts and experiences of the parties involved.

Glossary:

Terminology	Definition
Courtesy	The showing of politeness in attitude and behaviour towards others.
Dignity	For the purpose of the Policy ‘dignity’ is defined as how people feel and think about their own self-esteem, self-worth and value.
Power	The capacity or ability to direct or influence.
Respect	To have due regard for someone’s feelings, wishes or rights.
Cyber	Relating to or involving computers, computer networks, other mobile technologies and on-line spaces /mediums

Prohibited Behaviours:

Behaviours	Definition	Mode	Examples
Abuse	Treat with cruelty or violence, especially regularly or repeatedly. Any action that intentionally harms or injures another person.	Physical Verbal Financial Emotional Psychological Sexual Neglect Organisational Written Cyber/ Social Media - online activity that is reasonably likely to have a seriously threatening, intimidating, harassing or humiliating effect (see the University’s Use of Computers Policy and Internet Code of	<ul style="list-style-type: none"> • Inappropriate gestures. • Indecent comments. • Derogatory remarks. • Withholding care/ support/ resources from someone else with the intention of causing harm. • Image based abuse - sharing intimate or sexual photos or videos without consent. • Targeted /persistent personal attacks. • Encouraging vulnerable people to self-harm and/or complete suicide. • Sending /posting obscene pictures. • Stalking a person online. • Hacking into social media accounts.

Behaviours	Definition	Mode	Examples
		Practice for further details about the use of University IT services and online access through the University’s network).	
Antisemitism	<p>The University has adopted the International Holocaust Remembrance Alliance working definition of antisemitism:</p> <p>“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”</p>	Verbal Physical Cyber/ Social Media Written	<p>The IHRA definition is supplemented by a list of contemporary examples that include but are not limited to:</p> <ul style="list-style-type: none"> • Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion. • Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions. • Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews. • Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust). • Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.

Behaviours	Definition	Mode	Examples
			<ul style="list-style-type: none"> • Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations. • Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour. • Applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation. • Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis. • Drawing comparisons of contemporary Israeli policy to that of the Nazis. • Holding Jews collectively responsible for actions of the state of Israel. <p>Further detail can be found on the IHRA webpages.</p> <p>This definition should only be used by the University in relation to the Dignity and Respect at Leicester Policy in close consultation with the Equality, Diversity and Inclusion Team, and, where appropriate, the Students' Union.</p>
Bullying	"Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that	Verbal Physical Cyber/ Social Media Written	<ul style="list-style-type: none"> • Continually ignoring or excluding an individual. • Threats of a physical or psychological nature;

Behaviours	Definition	Mode	Examples
	undermine, humiliate, denigrate or injure” (ACAS).	Emotional	<ul style="list-style-type: none"> • Intimidation through physical or other threats. • Using abusive language. • Shouting at or humiliating an individual either in front of others or in private. • Verbal or written abuse including non-communication. • Derogatory name-calling and insults. • Behaviour or language that causes fear or distress to others. • Abuse of power by someone in a position of authority. • Demonstrably setting someone up to fail. • Inappropriate and derogatory remarks made in connection with performance. • Fostering isolation or non-cooperation at work.
Discrimination	<p>Discrimination, as defined by the Equality Act 2010, is when someone is treated less favourably on the grounds of one of the nine protected characteristics:</p> <ul style="list-style-type: none"> • age • disability • gender reassignment • marriage and civil partnership • pregnancy and maternity • race • religion or belief • sex • sexual orientation 	Discrimination is the state of being disadvantaged on the grounds of a protected characteristic.	<ul style="list-style-type: none"> • Direct discrimination. • Indirect discrimination. • Discrimination by association. • Discrimination by perception. • Discrimination arising from disability. <p>For further information about types and examples of discrimination see here</p>

Behaviours	Definition	Mode	Examples
Coercion	Forcing a person to do something that they would not normally do by making threats against their safety or wellbeing, or that of their relatives or property. The person making the threats is attempting to gain compliance from a victim through intimidation.	Physical Verbal Financial Emotional Psychological Sexual Neglect Cyber/ Social Media Written	<ul style="list-style-type: none"> • Threat of physical harm to individual, friend or family member. • Threatening to disclose an intimate secret.
Harassment	Harassment is unwanted conduct which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. A person may be harassed even if they were not the intended target of the behaviour	Physical Verbal Emotional Psychological Sexual Cyber/ Social Media Written	<ul style="list-style-type: none"> • Unwelcome sexual advances which may include lewd comments, unwanted flirtations, physical contact, invasion of personal space or requests for sexual favours. • Demeaning comments about a person's appearance. • Verbal or written comments of an offensive nature, spreading malicious rumours. • Displaying material or other material that is likely to cause offence to others. • Unwelcome jokes or comments of a sexual or racial nature, or about an individual's age, disability, sexual orientation or religion or any other protected characteristics. • Incitement of others to commit harassment. • Threats of a physical or psychological nature. • Stalking.
Hate Crime /Incidents	Any non-crime incident or criminal offence, which is perceived by the victim or any other person, as being	Verbal Physical Cyber/ Social Media Written	<ul style="list-style-type: none"> • Physical attack. • Sending offensive messages online. • Damaging property.

Behaviours	Definition	Mode	Examples
	motivated by hostility or prejudice based on a person's: <ul style="list-style-type: none"> • disability • gender identity • race • sexual orientation • religion • or any other perceived difference 		<ul style="list-style-type: none"> • Harassing or intimidating. • Calling others offensive names.
Islamophobia	The University has adopted the All Party Parliamentary Group on British Muslim's definition of Islamophobia: "Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness."	Verbal Physical Cyber/ Social Media Written	The APPG definition is supplemented by a list of contemporary examples that include but are not limited to: <ul style="list-style-type: none"> • Calling for, aiding, instigating or justifying the killing or harming of Muslims in the name of a racist/ fascist ideology, or an extremist view of religion. • Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Muslims as such, or of Muslims as a collective group, such as, especially but not exclusively, conspiracies about Muslim entryism in politics, government or other societal institutions; the myth of Muslim identity having a unique propensity for terrorism, and claims of a demographic 'threat' posed by Muslims or of a 'Muslim takeover'. • Accusing Muslims as a group of being responsible for real or imagined wrongdoing committed by a single Muslim person or group of Muslim individuals, or even for acts committed by non-Muslims.

Behaviours	Definition	Mode	Examples
			<ul style="list-style-type: none"> • Accusing Muslims as a group, or Muslim majority states, of inventing or exaggerating Islamophobia, ethnic cleansing or genocide perpetrated against Muslims. • Accusing Muslim citizens of being more loyal to the 'Ummah' (transnational Muslim community) or to their countries of origin, or to the alleged priorities of Muslims worldwide, than to the interests of their own nations. • Denying Muslim populations the right to self-determination e.g., by claiming that the existence of an independent Palestine or Kashmir is a terrorist endeavour. • Applying double standards by requiring of Muslims behaviours that are not expected or demanded of any other groups in society, eg loyalty tests. • Using the symbols and images associated with classic Islamophobia (e.g. Muhammed being a paedophile, claims of Muslims spreading Islam by the sword or subjugating "Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness." minority groups under their rule) to characterize Muslims as being 'sex groomers', inherently violent or incapable of living harmoniously in plural societies. • Holding Muslims collectively responsible for the actions of any Muslim majority state, whether secular or constitutionally Islamic.

Behaviours	Definition	Mode	Examples
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Sexual Harassment and Violence	Any kind of unwanted sexual act or activity, including rape, sexual assault, sexual abuse, and sexual harassment. The main factor in incidences of sexual violence is a lack of active consent	Physical Verbal Cyber/ Social Media Written	<ul style="list-style-type: none"> • Rape (penetration into the mouth, anus or vagina without consent). • Sexual assault (any form of unwanted sexual touching, including underneath clothing). • Sexual jokes or comments.
Victimisation	Victimisation occurs where someone suffers a detriment (is placed at some kind of disadvantage) after making an allegation of discrimination or harassment, or supporting someone who has made, or intends to make, such an allegation.		

References - the above definitions and examples are informed by national and sector and good practice, legislation and guidelines. See the following for further information:

- [ACAS: Bullying and harassment in the workplace a guide for managers and employers](#)
- [Equality Act 2010](#)
- [Equality and Human Rights Commission](#)
- [The General Data Protection Regulation 2018, \(GDPR\) and the Data Protection Act 2018](#)
- [Human Rights Act 1998](#)
- [Protection from Harassment Act 1997](#)
- [Public Interest Disclosure Act 1998](#)
- [Rape Crisis England and Wales](#)
- [Hate Crime Operational Guidance 2014](#)

- [Health and Safety at Work Act 1974 – duty to everything reasonable and practicable to ensure the health and safety of staff and students](#)
- [Changing the Culture](#)
- [Pinsent Mason Guidelines](#)

University Policies that should be read in conjunction with the Dignity and Respect at Leicester Policy:

- [Dignity and Respect at Leicester Staff Procedure](#)
- [Dignity and Respect at Leicester Third Party Procedure](#)
- [Staff Grievance Ordinance Policy](#)
- [Staff Discipline Ordinance Policy](#)
- [Senate Regulations for Students and associated student conduct and discipline policies](#)

Other University Policies that may be considered in conjunction with the Dignity and Respect at Leicester Policy and associated procedures:

- [Internet Code of Practice](#)
- [Staff Social Media Guidelines](#)
- [Personal Relationships Policy \(forthcoming\)](#)
- [The Management of Safeguarding Concerns \(Staff\) Guidelines \(forthcoming\)](#)
- [Whistleblowing Policy](#)
- [Managing Stress in the Workplace](#)