

# University of Sussex

## Policy on Definitions of Violence

15 September 2017

### Overall Aim

The University of Sussex is committed to providing a safe and inclusive environment for students, staff and visitors. Violence, violent behaviour of any kind, or threats of the same is not tolerated in our university community and the University does not condone violence in any shape or form.

### Scope

This policy sets out definitions for various types of violence, which are drawn from a variety of sources, both legal and non-legal. They include the use of physical and psychological forms of violence including harassment and coercive behaviour. This list is not exhaustive and definitions can overlap.

Please note there are other documents which inform and relate to this policy. This policy should be used in conjunction with the University of Sussex Statement on Violence which provides guidance on how the University prevents and responds to acts of violence. The University's Disciplinary Procedure, as well as its Grievance Procedure and Policy to Prevent Harassment and Bullying at Work, may also be applicable.

### Definitions of Violence

**Violence:** the intentional use of physical force, threatened or actual, against another person, or against a group or community, which either results in or has a high likelihood of resulting in death, disability, injury, or harm (physical or psychological).

**Work-related violence:** any incident of violence in circumstances relating to an individual's employment or work with the University, or which impacts on a member of the University's community or a visitor to the University.

**Harassment:** unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

**Sexual violence and misconduct:** Any act of violence or harassment of a sexual nature, any kind of unwanted, non-consensual sexual touching or harassment within or outside a relationship, which may include rape, sexual assault, sexual exploitation, groping or being coerced into or threatened with sexual acts.

**Domestic violence or abuse:** Any act of violence or harassment between those who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to, psychological, physical, sexual, financial and emotional abuse.

**Coercive or controlling behaviour:** Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to attempt to harm, punish, or frighten their victim. Controlling behaviour is a range of acts designed to make a person

subordinate, dependent or indebted by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Stalking: a pattern of behaviour that is intrusive and engenders fear in another, and which may occur when one person becomes fixated or obsessed with another.

Hate crime: Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.

Cyber abuse/bullying including revenge porn: Bullying is behaviour that is repeated, intended to hurt someone either physically or emotionally, and often aimed at certain groups because of race, religion, gender, sexual orientation or any other protected characteristic. Cyber abuse or bullying is abuse or bullying carried out via mobile phone or online. Revenge porn entails disclosing private sexual images and/or films with intent to cause distress. Such behaviour may be a criminal offence under section 33 of the Criminal Justice and Courts Act 2015.

Forced Marriage: A Forced Marriage is a marriage conducted without the valid consent of one or both parties and where duress is a factor. Forced Marriage is a specific offence under s121 of the Anti-Social Behaviour, Crime and Policing Act 2014.

Honour Based Violence: Honour based violence is not a specific offence, but an umbrella term to describe various offences contained within a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. It is a violation of human rights and may be a form of domestic and/or sexual violence.

Female Genital Mutilation: Female Genital Mutilation is sometimes referred to as Female Circumcision or Female Genital Cutting. It is defined by the World Health Organisation (WHO) as the range of procedures that involve 'the partial or complete removal of the external female genitalia or other injury to the female genital organs whether for cultural or any other non-therapeutic reason'.

<b>Review / Contacts / References</b>	
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<b>Approving body:</b>	University Executive Group
<b>Last review date:</b>	October 2017
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<b>Related internal policies, procedures, guidance:</b>	Disciplinary Procedure <a href="http://www.sussex.ac.uk/ogs/documents/regulation31.pdf">http://www.sussex.ac.uk/ogs/documents/regulation31.pdf</a> Statement on Violence
<b>Policy owner:</b>	Equality, Diversity and Inclusion Unit (based in HR)
<b>Lead contact / author:</b>	Deputy Pro-Vice Chancellor, Equalities and Diversity

