

**Ableism:** hostility toward or discrimination against disabled people.

**Antisocial behaviour:** behaviour which is disrespectful or causes annoyance or suffering to others. This includes (but is not limited to) noise nuisance, littering, rowdy or inconsiderate behaviour, street drinking and trespassing.

**Anti-Semitism:** hostility toward or discrimination against Jewish people as a religious, ethnic, or racial group.

**Banter:** a term which describes the playful exchange of teasing remarks. The excuse of 'banter' is often used as a way to minimise harmful, unacceptable and inappropriate comments or behaviours.

**Coercive control:** is any behaviour or pattern of behaviour used to harm, punish, threaten or intimidate someone. Examples of coercive control include: isolating someone from their friends and family; depriving someone of basic needs, such as food, medication or money; humiliating, degrading or dehumanising someone; controlling what someone wears or who they spend time with.

**Complicity:** any act that knowingly helps, promotes or encourages any form of misconduct by another individual.

**Discrimination:** treating a person unfairly because of who they are or because they possess certain characteristics.

**Ethnicity:** shared cultural experiences, religious practices, traditions, ancestry, language, dialect or national origins.

**Gaslighting:** the act of manipulating someone by psychological means into questioning their own reality, sanity or memories (for example, by denying facts).

**Group sexual misconduct:** planning or attending inappropriately themed events aimed at degrading individuals subjected to sexual violence, or initiations that involve non-consensual or coerced sexual acts.

**Hate incident/hate crime:** acts of intimidation, hostility or violence directed at someone because of their identity or their perceived identity (for example, if you are disabled, or if someone thinks that you are gay). A hate incident becomes a hate crime when a criminal offence is committed (for example, assault, harassment, criminal damage). Hate Crime takes into account five protected characteristics [disability, race, religion, sexual orientation or transgender identity], only part of the nine protected characteristics covered by the Equality Act.

**Hazing (see 'Initiations')**

**Homophobia/biphobia:** hostility toward or discrimination against gay/bisexual people.

**Initiations (also known as 'hazing):** dangerous behaviours which are intended to 'initiate' someone into a group. This includes any events which involve coercion of others, or behaviours which could cause physical or mental harm to someone (for example, humiliating rituals or forced alcohol consumption).

**Islamophobia:** hostility toward or discrimination against the religion of Islam and Muslim people.

**LGBT:** an acronym meaning Lesbian, Gay, Bisexual and Transgender People. It can sometimes be written LGBT+, which, among other identities, includes people who are questioning of their sexual orientation or gender identity, are intersex (i.e. have both male and female internal/external reproductive systems or sexual organs), or who are asexual (have no sexual attraction to any gender).

**Microaggression:** brief and commonplace daily acts of indirect, subtle or unintentional discrimination towards a marginalised group. Microaggressions can be equally as damaging as more overt forms of discrimination or hate-related misconduct and can constitute a form of harassment.

**Misconduct:** The University has a code of conduct called the Student Charter, which includes behaviour expectations. When you register as a student each year, you agree to the terms of the Student Charter. When a registered student does something that breaches the Student Charter (for example, if they do something that is disrespectful or offensive, if they break the law, or if they behave violently or in a way that might harm others), it is likely that they have not followed the code of conduct, so we call this 'misconduct'.

**Misogyny:** hostility toward or discrimination against women.

**Non-consensual sexual act:** engaging or attempting to engage in a sexual act with another person without their consent

**Non-consensual sexual contact:** sexually touching another person without their consent

**Online sexual misconduct:** including cyberstalking, image-based sexual abuse (making or distributing intimate images without consent; revenge porn), upskirting (filming or photographing a person under their clothes without their consent).

**Prejudice:** a preconceived opinion, bias or idea about a person or group of people based on their perceived identity.

**Privilege:** a specific right or immunity offered to a person or group of people (for example, white people, able-bodied people, or cisgender people), which other people or groups do not benefit from.

**Protected Characteristic:** The following are protected characteristics under the Equality Act (2010): age, disability, gender reassignment, marriage and civil partnership (in employment only), pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation. This means that it is unlawful to discriminate against somebody because of any of these characteristics.

**Race:** a categorisation of people based primarily on their shared physical traits or skin colour.

**Racism:** hostility toward or discrimination against a person because of their race or ethnicity.

**Relationship abuse:** any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those who are, or have been, intimate partners; this includes psychological, physical, sexual, financial and/or emotional abuse.

**Retaliation:** any adverse actions against another person, including but not limited to harassment, threats, intimidation, coercion, made in response to someone disclosing or reporting any form of sexual violence.

**Sexual harassment:** any conduct of a sexual nature that is unwanted, including verbal, non-verbal and physical behaviour, which violates the recipient's dignity or creates an intimidating, hostile, degrading or offensive environment. This could be one incident or a pattern of behaviours.

**Sexual violence and misconduct:** any unwanted or non-consensual act of a sexual nature (this includes acts which occur in-person or via other forms of communication, such as online, and acts which occur both on and off campus).

**Stalking:** persistent, unwanted communication or behaviour intended to frighten, intimidate or harass someone, such as repeatedly following them.

**Transphobia:** hostility toward or discrimination against people who are transgender, nonbinary or gender nonconforming.