

CYL Racial Harassment Policy

Community Youth London is determined that all staff and young people are free from all forms of racial abuse, harassment, violence or fear of racial harassment. All staff and young people can help to stop and prevent harassment and help to achieve our aims and objectives by setting out policy and procedure guidelines and following them when dealing with racial harassment.

CYL Statutory Duty

In accordance with the statutory duty under the Race Relations Act 1976, CYL in the exercise of its functions should not discriminate on the basis of "race". It also has a duty of care under Section 71 under Race Relation Act 1976 to eliminate any unlawful discrimination and promote equality of opportunity and good race relations between persons of different racial groups.

CYL Definition of Racial Harassment

The term "Racial Harassment" refers to a range of criminal and offensive behaviour motivated by hostility towards someone because of their ethnicity, culture, community, religion, appearance "race" or national origin. It includes not only physical but verbal abuse threats and insults damage to building and property.

Harassment are presumed to be "racial" if:

- They involve explicit insults or abuse.
- The offender belongs to a different community, community or ethnic group.
- They are targeted at members or primarily at members of a specific group or communities.
- The offender has been known in the past to engage in racist abuse or threats.
- The offender has been warned that their behaviour causes distress and it has the appearance of being racially motivated.
- The offender is a member of or associated with an organisation known to promote or support racist views.
- Their effect is to make the victim feels that they have been attacked or threatened because of their ethnicity, culture, community, religion, race or national origin and therefore feel less safe and secure.

If the victim who has been harassed believes that it was racially motivated, the incident must be treated as a racial incident.

Racial harassment can be pictured as a pyramid, at its peak are the most serious while at the lower level, there are incidents which are not reported to the police but affects the behaviour of the victim. This creates a climate of fear, insecurity and intimidation.

Small incidents of racial harassment can be seen as trivial but if not addressed the cumulative effects can lead to distress and interfere with a persons right to enjoyment.

CYL Examples of Racial Harassment

This can take many forms, the following are examples but not exhaustive.

Threats to person:

- Unprovoked physical assault.
- Threatening or abusive letters or phone calls.
- Verbal abuse, including name calling and swearing.
- Repeated and unfounded or trivial complaints.
- Threatening or abusive behaviour including spitting.

CYL Staff Responsibilities

All staff have an important role to play in the CYL - Racial Harassment Policy:

- Identifying and responding to reported incidents promptly and dealing with them in accordance with current procedure.
- Ensuring that the victim is helped and supported and that their report is taken seriously and will be dealt with.
- Actively discourage and challenge racist behaviour.
- Implement, monitor and review racial harassment.
- Liaise with other departments and external agencies
- Ensure reports are written and centre managers are informed.
- Policy and procedure are on site.
- Eliminate racial discrimination in service delivery to ensure service meet the need of the community.
- Deal effectively with racial harassment.
- Manage decisions and review progress regularly.
- Ensure that cases are dealt with at management level.
- Provide support to staff involved in racial harassment cases.

All staff may not be in agreement with a complaint or incident as a racial harassment case, but if there is a complaint and the victim see it as such, their belief is paramount and should be the starting point for an investigation. Staff should also be reminded that it is compulsory to comply with the CYL policy and procedure for dealing with racial harassment.