

[REDACTED]

25 April 2019

Dear [REDACTED]

**Freedom of Information Act 2000– Information request (ref: FOI\_19-108)**

We have now considered your request of 09 April 2019 for information relating to complaints about racism.

Our response is on pages 2-3 of this letter, together with a copy of your request.

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 40 working days of the date of this letter. In line with section 5.3 of the UK Government's Freedom of Information Act Code of Practice, we are not obliged to accept internal reviews after this date.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

[https://ico.org.uk/Global/contact\\_us](https://ico.org.uk/Global/contact_us), or by telephone on 0303 123 1113.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Kirsty McDonald  
Information Compliance Assistant  
University of East Anglia

## Response to Freedom of Information Act 2000 request (FOI/\_19-108)

*My request covers the past five academic years: from 2014-15 until the current academic year (2018-19). (In the questions below, the past five years refers to this period.)*

### *Defining racism*

*1.1 Does the university follow the definition of racism set out in the Equality Act? (See link above.)*

*1.2 If not, how does the university define racism?*

Yes.

### *Recording racism*

*2.1 Does the university centrally record student complaints about racism?*

*2.2 Does the university centrally record staff complaints about racism?*

No. Complaints, from both students and staff, can be recorded within a number of departments, including Student Support Services, Human Resources Division and Estates Security Services.

### *Complaints by students*

*3.1 How many students have made formal complaints of racism against other students in the past five academic years?*

*3.2 How many of their complaints were upheld?*

*3.3 How many students were suspended, dismissed or left the university after a complaint of racism?*

Our response is in the table below.

<i>Academic Year</i>	<i>No. of formal complaints made by students</i>	<i>No. of complaints upheld</i>	<i>No. of students suspended, dismissed or left</i>
<i>2018/19 (to date)</i>	1	1	1
<i>2017/18</i>	3	3	3
<i>2016/17</i>	5	5	4
<i>2015/16</i>	1	1	1
<i>2014/15</i>	0	0	0

The figures provided above relate to cases which were referred to the University's Senate Student Disciplinary Council (SSDC), and are recorded as cases that constitute harassment as defined by the University's Policy on Student Harassment and Sexual or Physical Misconduct<sup>1</sup>. Such cases are recorded as a breach of Regulation 10 of the Student General Regulations<sup>2</sup>, which covers bullying, harassment and sexual misconduct. Note the figures cover all parts of the regulation and are not restricted to racial harassment, assault and/or discrimination.

*4.1 How many students have made formal complaints of racism by staff over the past five academic years?*

*4.2 How many complaints were made against academic staff and how many were made against non-academic staff?*

*4.3 How many of these student complaints against staff were upheld?*

Zero. There were no formal complaints made by students during this time.

#### *Complaints by staff*

*5.1 How many staff have made formal complaints of racism by other staff over the past five academic years?*

*5.2 How many of their complaints were upheld?*

*5.3 How many staff resigned, were suspended or dismissed or left the university as a result of racism complaints by other staff and by students?*

Our response is in the table below.

<i>Academic Year</i>	<i>No. of formal complaints</i>	<i>No. of complaints upheld</i>	<i>No. of staff suspended, dismissed or left</i>
<i>2018/19</i>	1	0	0
<i>2017/18</i>	1	0	0
<i>2016/17</i>	0	N/A	N/A
<i>2015/16</i>	0	N/A	N/A
<i>2014/15</i>	0	N/A	N/A

<sup>1</sup><https://portal.uea.ac.uk/documents/6207125/6816233/Harassment+and+Sexual+or+Physical+Misconduct+Policy+2018+Final.pdf>

<sup>2</sup><https://portal.uea.ac.uk/documents/6207125/7465906/Section+3+General+Regulations+for+Students.pdf>