Agreed statement

Students, staff and fellows of Hughes Hall will foster an inclusive culture that promotes equality, values diversity and maintains an environment for study, work and living in which the rights and dignity of all its members are respected. The College will not tolerate any form of harassment or assault. It will treat all reports of harassment or assault seriously; respond to them effectively; and support victims both in reporting cases and afterwards.

Sexual harassment is any form of unwanted and unwarranted verbal, non-verbal or physical conduct of a sexual nature, or with a sexual element, and includes both single incidents and repeated behaviour. Sexual harassment includes, but is not limited to: unwelcome comments, innuendo, gestures or contact; unwelcome display of body or images; stalking or following; intimidation, humiliation, physical threats or violence and conduct verging on criminal sexual assault. Sexual harassment may be of individuals or groups, by individuals or groups or by incitement of others. Sexual harassment is always unacceptable, whether it is intentional or not.

If you feel that you have been affected by any form of sexual harassment, you are strongly encouraged to report the matter. If you have witnessed sexual harassment please also report the incident so that prompt action may be taken. You can speak to one of the tutors with particular responsibility for dealing with harassment (Drs Corinne Roughley and Ajith Parlikad), to your own Tutor, the Senior Tutor or a welfare officer of the MCR. The College will ensure that these officers have received appropriate advice and any necessary training in how to respond to reported cases of sexual assault or harassment. The College has also recently appointed a College Nurse who will be available to offer support and advice. Unless possible serious harm to others dictates otherwise, matters will be kept confidential to those involved, and only divulged to others on a need-to-know basis (e.g. the Tutor of the alleged offender). Any student affected by any form of harassment, or assault, can also get emotional support and counselling through the University Counselling Service.

Harassment, including sexual harassment, may result in disciplinary action and in serious cases may lead to removal of offenders from the College. The College’s Bullying and Harassment Policy includes two stages for dealing with complaints about harassment or bullying. The first stage is aimed at informal resolution and the second provides for the investigation of a formal complaint in accordance with College disciplinary procedures given in Statutes, the Employer Handbook and Disciplinary Policy. The College will investigate all complaints with fairness and relevant confidentiality, and act where appropriate to ensure an effective resolution.

Sexual (and physical) assault and rape are serious criminal offences. Anyone who has suffered assault, rape or attempted rape is encouraged to report the matter to the Police. College will support the complainant in deciding what steps to take following an alleged assault, providing information and advice through one or more of the Officers mentioned above or other appropriate staff or Senior Member(s). Further ongoing support will also be offered, including help with handling future interactions between complainant and alleged perpetrator in both academic and social contexts.