



## **Student Harassment and Sexual Misconduct Policy**

### **INTRODUCTION**

All students should be able to enjoy their time at University without experiencing sexual violence, assault or harassment of any kind. This behaviour is contrary to the College's values and will not be tolerated. Senior members and staff at Homerton College are committed to the safety and wellbeing of all our students and to giving timely, reliable advice and support to any student affected by such experiences.

- Homerton College will take all reports and complaints of harassment, assault or other unacceptable sexual behaviour seriously.
- Homerton College will offer support tailored to the particular needs of anyone who has experienced or is experiencing harassment, assault or other unacceptable sexual behaviour, and will also ensure that students know how to access support networks outside of College.

### **WHAT IS HARASSMENT AND SEXUAL MISCONDUCT?**

Homerton College follows the Code of Conduct below.

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#### ***Code of Conduct for Students in respect of Harassment and Sexual Misconduct***

*Homerton College is committed to providing an environment that is free from discrimination and affirms the right of all members to be treated with dignity and respect. The College will not tolerate harassment of one member of its community by another nor sexual misconduct. The College will take allegations of harassment and sexual misconduct very seriously and may take action, including disciplinary action, in response to a complaint from a student.*

*In line with the University, the College defines harassment as single or repeated incidents involving unwanted or unwarranted conduct towards another person which it is reasonable to think would have the effect of (i) violating that other's dignity or (ii) creating an intimidating, hostile, degrading, humiliating, or offensive environment for that other.*

*Harassment may be verbal, psychological or physical, in person or via a virtual platform or through other methods of contact. Harassment may occur in the course of an academic, sporting, social, cultural or other activity either within the Precincts of the University or elsewhere in the context of a person's membership of the University, or in circumstances where the victim of the harassment is a member, officer, or employee of the University or a College.*

*Under this Code of Conduct unacceptable behaviour, whether intentional or not, can take a variety of different forms. The following descriptions are not exhaustive, but give an indication of the types of behaviour which the University and the College consider to be unacceptable:*

- *making sexually offensive comments about dress or appearance, the display or distribution of sexually explicit material, or demands for sexual favours;*
- *engaging in harassment on the grounds of a person's sexuality (or assumptions about a person's sexuality) including making derogatory homophobic, transphobic or biphobic remarks or jokes*

*aimed at a particular person, offensive comments relating to a person's sexuality, refusal to acknowledge a person's gender or identity, or threats to disclose a person's sexuality to others;*

- *making offensive references to a person's race, ethnicity, skin colour, religion or nationality, dress, culture, background or customs;*
- *ignoring, disparaging or ridiculing a person because of assumptions about their capabilities, or making offensive reference to an individual's appearance, in the context of their disability;*
- *controlling or coercive behaviour, such as pressure to subscribe to a particular political or religious belief.*

*Online harassment may take the form of intimidating, offensive or graphic posts on social media sites or chat rooms, or communications by email, text or instant messaging.*

*Sexual misconduct includes the following, whether or not within a sexual or romantic relationship, including where consent to some form of sexual activity has been given and then withdrawn, or if consent has been given on previous occasions:*

- *sexual intercourse or engaging in a sexual act without consent;*
- *attempting to engage in sexual intercourse or engaging in a sexual act without consent;*
- *sharing private sexual materials of another person without consent;*
- *kissing without consent;*
- *touching inappropriately through clothes without consent;*
- *inappropriately showing sexual organs to another person;*
- *repeatedly following another person without good reason.*

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## **WHAT SHOULD I DO IF I EXPERIENCE AN INCIDENT?**

If you have just experienced an incident of sexual harassment or assault, and are unsure what to do, here is a brief guideline as to how to proceed:

<https://www.counselling.cam.ac.uk/sexual-assault-and-harassment-advisor/studentguide>.

The College is committed to making any reporting procedure as straightforward as possible, whilst ensuring confidentiality. You can have confidence that, whatever your decision with regard to reporting an incident, you will have access to support and advice within the College, and the College will ensure you are kept informed about any follow up action that may be taken.

The people you can report an incident to in College are: the Porters, Student Health Advisor, Welfare Officers, Counsellors, your Tutor, the Senior Tutor.

## **SERIOUS HARASSMENT, PHYSICAL OR SEXUAL ASSAULT**

The College will do its utmost to support a victim in the time immediately following an incident. If you have been hurt physically, the college recommends attendance at Accident and Emergency at Addenbrooke's Hospital (turn right on Hills Road), which is open 24 hours – this is about half a mile away and the college will supply a taxi. The College strongly recommends reporting any serious incident to the police (more details below) and/or giving consideration to going to the Elms Sexual Assault Referral Centre (SARC) based at Hinchingsbrooke Hospital in Huntingdon so that evidence may be collected. The college will pay for taxis there and back if required (ask at the Porters' Lodge), and a Tutor will accompany students to A&E and/or the Elms Centre.

Information about the Elms Centre and their procedures is available here:

<http://www.theelmssarc.org/index.html>

Please note that you need to make an appointment by phone or through the website before visiting the Elms Centre. Evidence of rape or assault can be collected there for possible future use without necessarily involving the Police.

For forensic evidence to be gathered, you should report the incident as soon as possible. The best way to do this is to go to the Elms Centre, as outlined above. Evidence is collected during a medical examination by a forensic medical examiner, who will also advise you on any immediate health concerns.

Try not to wash or get cleaned up in any other way until you have given evidence. Take a change of clothes with you if possible in case your clothes are kept for forensic examination.

### **MAKING A COMPLAINT TO THE COLLEGE OR UNIVERSITY**

Please see 'College guidance on and procedures for handling cases of harassment or sexual misconduct raised by one student (or students) about another student (or students):

<http://www.homerton.cam.ac.uk/sites/default/files/Student%20Complaints%20Procedure.pdf>. This document explains how to complain to the College or to the University.

### **MAKING A COMPLAINT TO THE POLICE**

Sexual assault is a criminal offence; you can report the crime to the police and are encouraged to do so, especially in the most serious cases. At the Cambridgeshire Constabulary (Parkside Police Station) you can speak to an officer specially trained in dealing with sexual assault, but be aware that they may not be immediately available. They do not have the right to ask you about your relationship history or your sexual life. The officer will explain police procedures to you and give you advice and information about the next stages including the court process.

A code of practise for victims is available here, and includes a guide to police procedures on page 12: <https://www.cambs.police.uk/victims/>

You can choose someone to accompany you for support e.g. a friend, relative, HUS Welfare Officer, your Tutor (or the Duty Tutor), the Senior Tutor. If you are finding the experience of speaking to the police too upsetting, you can arrange to give your statement at a later point.

### **FURTHER HELP**

Information for further help and support, both inside and outside of Cambridge, is available below:

# Help and support for victims of sexual assault

## Local support in and around Cambridge

[Cambridge Rape Crisis Centre](#) is a helpline service run by women, for women and girls who have survived or are currently experiencing sexual violence. The helpline is also open for family, friends and professionals who are supporting a survivor. Cambridge Rape Crisis also offer a call back service. Tel: **01223 245888** (Wednesdays 7.30pm - 9.30pm, Saturdays 3.00pm - 5:30pm & Sundays 10:00am - 12:30pm) / Email Support Service: [support@cambridgerapecrisis.co.uk](mailto:support@cambridgerapecrisis.co.uk) (expect a reply in 2-7 days)

The Elms SARC Centre at Hinchingsbrooke is the Sexual Assault Referral Centre covering Cambridgeshire. They provide support as well as emergency contraception, pregnancy testing and STI testing, and can guide you through police reporting procedures. They have a helpline at 0800-193-5434, or 01480 425003 / Email: [theelms.sarc@nhs.net](mailto:theelms.sarc@nhs.net)

[Choices Counselling](#) offers a confidential counselling service in Cambridge and surrounding areas for women and men whose lives are affected by childhood sexual abuse. Tel: **01223 358149** (24hr answerphone) / Email: [choicescounselling@hotmail.co.uk](mailto:choicescounselling@hotmail.co.uk)

The NHS also provides [information and advice on help and support after sexual assault](#).

Cambridge police [sexual assault unit](#) are available here: <https://www.cambs.police.uk/information-and-services/Serious-sexual-offences-and-rape/Rape-and-serious-sexual-assault>

[SupportLine](#) provide information and temporary support for any victim, and have a hotline available at **01708 765200 (hours vary)** / Email: [info@supportline.org.uk](mailto:info@supportline.org.uk)

## National Support

[The Havens](#) are a network based in London who can help you support a friend who has been a victim of sexual assault. They have a 24/7 helpline at **020 3299 6900**.

[Women's Aid](#) are a support network for abuse against women and children in the UK. They have a Freephone 24hr service at **0808 2000 247** / Email: [helpline@womensaid.org.uk](mailto:helpline@womensaid.org.uk)

Victim Support are a support network for victims of crime in the UK, and have [a page dedicated to victims of sexual assault and rape](#) (for women), and another [for men](#). They have a helpline at 0808 1689111 (8pm to 8am weekdays, 5pm-8am weekends) / Email: [supportlineemail@victimsupport.org.uk](mailto:supportlineemail@victimsupport.org.uk)

The Survivors Trust is an umbrella organisation for agencies that support women, men and children. They can provide you with information on support available and procedures, and have a helpline available at **01788 550554** / Email [info@thesurvivorstrust.org](mailto:info@thesurvivorstrust.org)

*Policy developed by HUS, the Pastoral and Tutorial team, Homerton College Last updated September 2019 for compatibility with Cambridge University procedures*