

# Student Harassment and Sexual Misconduct

## What is Harassment and Sexual Misconduct?

According to the Office for Students (OfS), the regulator for higher education in England, sexual misconduct is unwanted or attempted unwanted conduct of a sexual nature and includes, but is not limited to: sexual harassment; sexual assault; and rape.

Harassment is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Protected characteristics are age, disability, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origin), religion or belief, sex, sexual orientation (The Equality Act 2010).

Harassment also includes behaviour against another person which is alarming the person or causing the person distress, and which takes place on two or more occasions (The Protection from Harassment Act 1997).

## Reporting Harassment and Sexual Misconduct:

All students and staff can disclose bullying, discrimination, harassment, hate crime and sexual misconduct to the Student Experience Team by emailing:

[studentservices@spjain.ac.uk](mailto:studentservices@spjain.ac.uk)

The Student Experience Team comprises Simon (he/him), Director of Student Experience, and Ella (she/her), Student Experience Coordinator. Both members of the team have received specialist training on how to support students who have experienced sexual assault or harassment. You can ask the Student Experience Team to remain anonymous or ask to speak to a member of the team to get information on reporting options and support available so that you can make an informed decision on what happens next.

## Support available

If you or a friend have experienced any kind of violence, abuse, bullying, harassment, sexual misconduct or discrimination, there is support available for you.

If you are in immediate danger, call 999 for the emergency services.

## How can we help?

In accordance with the Student Support Policy, we recommend that you talk to Student Experience Team who will give you the right support for you. They can:

- be there to listen and provide general wellbeing support;
- refer you to the School's Student Counsellor and other external professionals;
- help you assess if your studies have been impacted and guide you through the School's support procedures, such as submitting a Mitigating Circumstances form;
- support you through the School's formal complaints procedure, and/or the disclosure procedure outlined in the section above (Reporting Harassment and Sexual Misconduct).
- signpost relevant external crisis support and medical and forensic services;
- give information on formally reporting off-campus, for example, with the Police.

## Contacting the Emergency Services

For emergencies or out-of-hours assistance, contact services via the following numbers:

- UK Emergency Services: 999
- Non-Emergency NHS: 111
- Non-Emergency Police: 101
- British Transport Police: Text 61016 or Call 0800 40 50 40

## Other resources

- [The Havens, Whitechapel](#), is a Rape and Sexual Assault Referral Centre (SARC). They offer advice, support, and forensic evidence collection services to anyone who has been raped or sexually assaulted in the last 12 months.

**Address:** near Royal London Hospital, 9 Brady St, London E1 5DG

**Phone:** 020 3299 6900 - 24 Hours | 020 3299 1599 - General Enquiries

- [NIA East London Rape Crisis Centre](#) provides support to women and girls who have experienced any form of sexual violence.

**Phone:** 0800 160 1036 | **Email:** [rapecrisis@niaendingviolence.org.uk](mailto:rapecrisis@niaendingviolence.org.uk)

- [SurvivorsUK](#) is a support service for men, boys, and non-binary people who have experienced any unwanted sexual activity (including harassment, assault, and

violence). They have an online helpline, and specialised services, such as [Clinic26](#) for victims of historic sexual abuse.

**Phone:** 02035983898 | **Email:** [help@survivorsuk.org](mailto:help@survivorsuk.org) | **Website:** [www.survivorsuk.org](http://www.survivorsuk.org)

The [GOV.UK](#) website has information for British nationals affected by rape or sexual assault abroad, including how the FCDO can help.

## Internal investigation

The following policies are relevant to how we investigate allegations of student harassment and sexual misconduct:

The Guidance for Dealing with Unacceptable Behaviour defines what harassment and sexual misconduct are and sets out the University's approach to preventing and addressing harassment and sexual misconduct.

Incidents in breach of the [Student Code of Conduct](#) will be investigated in accordance with the [Student Complaints Policy](#).

- The [Student Complaints Policy](#) will be used to investigate allegations of harassment and sexual misconduct against students.

Incidents in breach of the [Staff Code of Conduct](#) will be investigated in accordance with the [Staff Disciplinary Policy](#).

- The [Staff Disciplinary Policy](#) will be used to investigate allegations of harassment and sexual misconduct made by students or staff against staff.

The Student Complaints Policy and the Staff Disciplinary Policy set out how allegations will be investigated fairly, including timescales, stages, penalties and appeal provisions.

## Confidentiality

The School recognises the importance of confidentiality in ensuring you feel safe and comfortable to disclose incidents of harassment or sexual misconduct. All appropriate steps will be taken to maintain and respect your privacy.

However, there may be instances, such as when there is immediate risk to life or a safeguarding concern, where it is necessary to share information internally or with external services.

## Training for students

All SPJ London students agree to abide by the [Student Code of Conduct](#) upon enrolment to the School. In compliance with the Code, all students must complete mandatory Sexual Assault and Sexual Harassment awareness training and provide their certificate of completion

## Training for staff

All staff are provided with training on how the School supports its students and the resources available. This will include training on how to signpost students to further sources of support where required. Student Experience staff receive specialist training on how to support students who have experienced sexual assault or harassment.

## Personal relationships between staff and students

SPJ London is committed to providing a safe environment and protecting you against any actual or potential conflict of interest and/or abuse of power that may arise from intimate personal relationships with staff.

Our [Staff Student Relationships Policy](#) prohibits staff from entering into a personal relationship with any student, regardless of their programme. The School will take disciplinary action where there is any inappropriate behaviour from staff in accordance with the [Staff Disciplinary Policy](#).

It is the responsibility of the member of staff to disclose any pre-existing relationships with students to the Dean.

## Our policies

[Student Support Policy](#)

[Guidance with Dealing with Unacceptable Behaviour](#)

[Student Code of Conduct](#)

[Student Disciplinary Policy](#)

[Student Complaints Policy](#)

[Acceptable Use of IT Policy](#)

[Staff Disciplinary Policy](#)

[Staff Student Relationships Policy](#)

[Staff Code of Conduct](#)