



Sexual Violence and Sexual Harassment Policy

Introduction

Brunel University London is committed to providing a safe and respectful environment where the whole community is able to study, work and live free from sexual violence and sexual harassment. The University takes any incidents of sexual violence or sexual harassment very seriously and is committed to handling all reports sensitively, effectively and in a timely manner. Brunel will provide emotional support to you if you have been impacted by sexual violence or sexual harassment and information and advice on how to access help.

Scope

This policy applies to all members of the University including current students,



that universities must be equipped to respond effectively and engage in prevention initiatives. For more detail see www.universitiesuk.ac.uk



Providing awareness sessions and training on what constitutes unacceptable and inappropriate behaviour under this policy and how to access appropriate support.

Review in



Where it is considered that there is a real threat to the personal safety of any person, this should be reported to Security on 01895 255786 or the police on 999 immediately.

If you believe you have been subjected to sexual violence or sexual harassment, there are a number of options available to you to get help.

If you are a student:

Report the incident to Security on 01895 255786;

Contact the Student Support and Welfare Team either face to face or via phone 67045 or email studentsupport@brunel.ac.uk

Seek advice or discuss the matter with a personal tutor or lecturer in your College and / or anyone else with whom you feel comfortable;

Report it via the Report and Support Portal where you can disclose your personal information.



Getting emotional support

It is important that anyone affected by sexual violence or sexual harassment should seek support as soon as possible.

If you are a student, you can get help and support from the Student Support and Welfare Team phone 01895 267045 or email studentsupport@brunel.ac.uk,

If you are an employee, you can get help and support from Human Resources and/or the Employee Assistance Programme Call 0808 168 2143 or visit [Care First Lifestyle](#)

Students and employees can also seek support from a number of external agencies see details in Appendix D.

Reporting an incident for action to be taken

There will be occasions when you will want to report the incident. If you are a student and want to report an incident, you can report it through the report and support portal - [Report and Support](#).

If you are an employee who wants to report an incident, you should raise your concern(s) through the [Dignity at Work Policy and Procedure](#).

All reports will be taken seriously and will be investigated within the time limits set out in the relevant policy with due consideration to all parties. You will be kept informed by



taken as a matter of priority. They may also need to inform other relevant staff if appropriate.

For more information, see the flowcharts in appendices B and C.

Training

Training for University employees on responding to disclosures of sexual violence and sexual harassment is highly recommended for all staff and a full day programme is delivered by Student Services. For more detail, see [USVSV First Responder One Day Programme](#). An online version is also available see [Sexual Violence Module](#)

It is of vital importance that all employees know how to respond to these difficult sensitive incidents. In addition information on sexual violence and sexual harassment is provided in the Dignity at Work workshop for employees. For more information, see [Dignity at Study Workshop](#).

Confidentiality

rights to know of any allegations made and / or evidence held against them. By reporting an incident, you are giving the University permission to inform other employees / organisations of the incident, investigate the incident and to discuss them



Data recording

All sexual violence or sexual harassment incidents which are reported should be recorded, along with any relevant outcome. Any student incident should be forwarded to the Student Services and any employee incident recorded by HR. This data will be reviewed by Student Services and HR annually and any trends monitored and addressed.



Appendix A: General Information about sexual violence and sexual harassment

Sexual violence is any unwanted or uninvited sexual act or activity. There are many different types of sexual violence and they include but are not limited to: rape, sexual assault, sexual harassment, coercion, gas lighting, forced marriage, so-called honour-based violence and ritual abuse, child sexual abuse, female genital mutilation, trafficking and sexual exploitation. Sexual violence can be psychological and/or physical. For a definition of these incidents, see glossary below.

Sexual Harassment describes a range of words, behaviors or conduct of a sexual nature that is unwanted and uninvited. It is often intended to or has the effect of creating an intimidating, degrading, humiliating or offensive impact and is an abuse of about sexual desire.

It can be physical ranging from unwanted touching, groping or the invasion of personal space to sexual assault, rape or indecent exposure. It may also be verbal and may include unwanted personal comments, catcalling, belittling, suggestive, lewd or or innuendo, and compromising invitations, including demands for sexual favours.

Sexual harassment does not necessarily occur face to face and can be in the form of emails, visual images (such as sexually explicit pictures on walls in a shared environment), social media, telephone, text messages and image-based sexual abuse such as revenge porn and up-skirting. It may be perpetrated knowingly or unknowingly by anyone, towards anyone, regardless of gender or sexual orientation.

The limit of what and how much behaviour is acceptable is up to the recipient to decide. A single incident and / or persistent behaviour can both amount to harassment.

Consent is providing permission for something to happen or agreeing to do something with a full understanding of the facts and without coercion.

In cases of sexual activity, consent cannot be presumed but must be explicitly given each time verbally or non-verbally. Consent cannot be deemed to have been given if it is provided under pressure such as fear of violence or assessment of their studies or blackmail, or in situations where someone is not capable of providing it such as when they are drunk or under the influence of drugs, asleep or unconscious or physically or mentally are unable to make a choice and understand the consequences. Consent can be withdrawn at any time.



Glossary of different types of sexual violence and sexual harassment

This is not intended as an exhaustive list of all types of sexual violence and sexual harassment incidents.

Child sexual abuse	Child sexual abuse is a form of child abuse in which an adult or a young person uses a child for sexual stimulation. Types of child sexual abuse include engaging in sexual activities with a child (whether by asking or pressuring, or by other means), indecent exposure), child grooming, child sexual exploitation or using a child to produce child pornography.
Coercion	The intimidation of an individual to compel them to do some act against their will by the use of psychological pressure, physical force, or threats.
Doxxing	This is the internet based practice of researching e.g. through social media websites and broadcasting private or identifying information about an individual or organisation. It can be carried out for various reasons including inflicting harm, coercion and harassment.
Female genital mutilation	Female genital mutilation is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done. It is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It's illegal in the UK and is child abuse.
Forced marriage	A forced marriage is where one or both individuals do not (or in cases of people with learning disabilities or reduced capacity, cannot) consent to the marriage as they are pressurised, or abuse is used, to force them to do so. It could be physical for example, threats, physical violence or sexual violence, emotional and psychological for example, making someone feel like they are as a form of domestic or child abuse and a serious abuse of human rights.
Gaslighting	An elaborate and insidious technique of deception and psychological manipulation, usually practiced by an individual towards another over an extended period.
Honour based violence	Honour based violence is a term used to describe violence committed within the context of the extended family



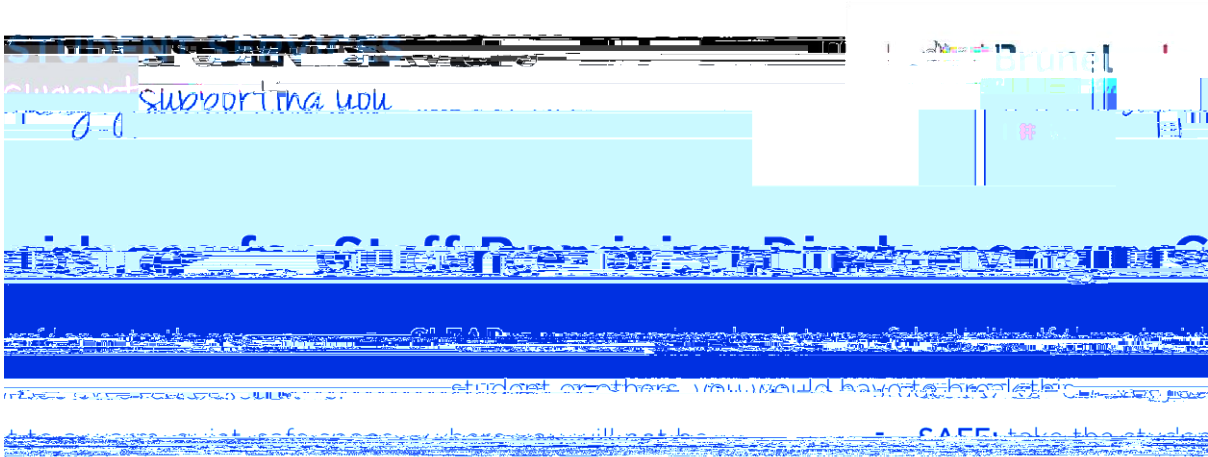
Indecent exposure	Indecent exposure is the deliberate exposure in public or in view of the general public by a person of a portion or portions of his or her body, in circumstances where the exposure is contrary to local moral or other standards of appropriate behaviour.
Rape	Rape is a type of sexual assault usually involving sexual intercourse or other forms of sexual penetration carried out against an individual without their consent. It can be carried out by physical force, coercion, abuse of authority, or against a person who is incapable of giving valid consent such as an individual who is unconscious, incapacitated, has a learning disability or is below the legal age of consent.





Appendix B Flowchart signposting / accessing support for students









Disclosure

CLEAR: never promise absolute confidentiality. If there is risk of harm to the colleague or others, you would have to break this.

SAFE: take the colleague to a warm, quiet, safe space where you will not be interrupted after first informing a colleague.

REPORT: You may feel that the police should be called, especially if the colleague is harmed, but this is not your choice unless there is obvious risk to the colleague or others.

ACCOMPANY: if the colleague is accompanied, check this person is still welcome.

Would the colleague prefer to speak to someone of a different gender?

LISTEN: listen to the colleague without overreacting or asking questions your role is to support not to investigate or to counsel at this stage. Any suspicion of coaching/influencing/interpreting their account can be detrimental to a future case.

TIME: allow them time to talk. Concentrate on what they are saying, not on what you are going to say/do.

Notes: either during your conversation, or immediately afterwards, write down the facts that have been provided. Do not include opinion. Ask the colleague, if possible, to

OPTIONS: make it clear to the colleague that they do not have to disclose their circumstances to the police.

SUPPORT: advise the colleague that they can receive support from the University even if they do not want to pursue formal complaint processes.

If you would like further advice from the Human Resources Team you can contact them by:



hr.equality@brunel.ac.uk or <https://intra.brunel.ac.uk/s/hr/AHA>



Third floor of the Eastern Gateway Building



Appendix D: External support agencies who provide help and support

The lists of useful contacts given below is correct at the time of writing (September 2019). Please check the web for up-to-date contact information. Please note that Brunel University London does not endorse or take responsibility for the information provided by external organisations.

External Services

Equality and Human Rights Commission is the statutory body responsible for protecting, enforcing and promoting equality across nine protected characteristics age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation
www.equalityhumanrights.com

National Union of Students represents students across the UK to shape the future of education and create a better world. They promote, defend and extend student rights and fight discrimination, isolation and injustice including sexual violence and sexual harassment. For more information see <https://www.nus.org.uk/>.

Universities UK is the collective voice of Universities in the UK which helps to maintain the world-leading strength of the UK university sector. They support and promote life-changing opportunities for people of all ages and backgrounds at every university, free from harassment and bullying. For more information see - <https://www.universitiesuk.ac.uk/>.

Specialist Agencies

The Haven Paddington Sexual Assault Referral Centre is a specialist centre for people who have been raped or sexually assaulted. They provide forensic medical examinations, counselling, tests and treatments. They are open 24/7. Call 020 33121101.

provides support to vulnerable women on a range of issues including sexual assault. They provide counselling, legal services, a refuge and empowerment. Email: info@hillingdonwomenscentre.org or call 01895 259 578.

Samaritans provides free confidential emotional support 24/7 to those experiencing despair, distress or suicidal feelings. Call: 116 123 or email: jo@samaritans.org.

Survivors UK provides specialist services and awareness raising activities to support boys and men who have been raped and sexually abused. For more information see - <https://www.survivorsuk.org/>.

Victim Support provides free confidential support to those affected by crime including sexual violence and sexual harassment. Call for free on 0808 1689111 or request support online via www.victimsupport.org.uk.