Harassment Guidelines

These guidelines are designed to provide practical guidance for students. They are not intended to replace the Harassment Code, but rather to provide an outline of what harassment is, and what help is available to you, should you feel that you, or another, has been, or may be, a victim of harassment. You should have a copy of the Harassment Code and you can also find this on-line at:

http://www2.hertford.ox.ac.uk/images/stories/collegeoffice/harassment.pdf

What is Harassment?

- Harassment is any behaviour that may cause distress or annoyance, such as to ‘seriously disrupt the work’ or ‘substantially reduce the quality of life’ of another.
- Harassment is not limited to sexual harassment. It also includes, but is not limited to, harassment or behaviour intended to belittle others on the grounds of their gender, sexual orientation, ethnicity, a perceived or actual disability, religion or age.
- It can include:
  - Aggressive behaviour - including physical threats or through language
  - Behaviour that belittles another
  - Exploitative behaviour of a sexual nature
  - Pesterling and stalking
- It extends to behaviour towards students by other students and by staff at college, including Fellows, lecturers and tutors.
- It need not be directed at a particular individual, but could arise from action that belittles a group as a whole.

What should I do if I think I, or any one else, is a victim of harassment?

- Go and talk to someone!!
  - We would encourage anyone who thinks that they, or another, are or may be a victim of harassment to contact a member of the Harassment Advisory Panel. If you are worried about harassment, it is much better to talk to someone about this. Often what may seem like a trivial issue to you may be part of a more general set of behaviour.

- Who should I talk to?
  - The Tutor for Women: Dr Alison Young
  - The JCR Welfare Officers: Robert Gledhill and Phoebe Arnold
  - The MCR Welfare Officer: Hannah Boulding and Tom Brodie
  - Any other member of the Advisory panel on Harassment:
    - The Dean: Dr Alison Woollard
    - Tutor for Graduates: Dr Christopher Tyerman
    - Chaplain: Rev. Leanne Roberts
    - Nurse: Yo Davies
    - Junior Deans: Patrick Wadden (Folly Bridge area), Barney McManigal (Main site), Jeeshan Chowdhury (North Oxford)
What if I’m scared of making a ‘complaint’?

- ALL issues concerning harassment are dealt with in the strictest confidence – there is no need to be worried that information will be passed on.
- We try and ensure that, where possible, harassment issues are dealt with in an amicable and an informal manner. There is no need for this to be regarded as an official complaint unless you are happy that it is dealt with in this manner.

What if I do want to make an official complaint?

- If you wish to make an official complaint as regards the behaviour of another student, then you need to raise this issue with:
  - The Dean – Dr Alison Woollard
  - You can do this either directly yourself, or with the assistance of any other member of the Advisory Panel on Harassment.
- If you wish to make an official complaint against a senior member of college – e.g. a Fellow, Tutor or College lecturer - then you need to raise this issue with:
  - The Senior Tutor – Dr Alan Bogg OR
  - The Principal – Dr John Landers
  - You can do this either directly yourself, or with the assistance of any other member of the Advisory Panel on Harassment.
- If you wish to make an official complaint against any other member of staff – e.g. administrative staff, kitchen staff, IT staff – then you need to raise this issue with:
  - The Bursar - Simon Lloyd
  - You can do this either directly yourself, or with the assistance of any other member of the Advisory Panel on Harassment.