

Statement

Sexual harassment and sexual misconduct

Emmanuel College is committed to providing a safe environment in which all members of the College can participate freely and contribute fully without fear for their personal security. A safe environment free of harassment or threat is fundamental to the academic and social life of our community. Sexual harassment and sexual misconduct will not be tolerated. The College will support and assist the victim of any harassment or sexual misconduct.

To this end the College will:

- **promote a culture of zero tolerance of sexual harassment and sexual misconduct.** All members of the community must treat each other with respect and there must be a clear understanding of the types of behaviour which are inappropriate and unacceptable. The College Procedure for Cases of Harassment or Sexual Misconduct, the Respect Workshops, and the College's support for awareness raising initiatives by ECSU and the MCR all contribute to this zero tolerance culture.
- **treat harassment seriously and respond to it effectively.** The College Procedure for Cases of Harassment or Sexual Misconduct (<http://www.emma.cam.ac.uk/about/documents/pdfs/Harassment%20and%20Sexual%20Misconduct%20FINAL.pdf>) allows for complaints concerning harassment and the behaviour of members of the College to be addressed in a robust and fair manner and the College will ensure that anyone raising a concern is not victimised or disadvantaged as a result.
- **support victims in reporting harassment or sexual misconduct.** The College will ensure that appropriate information and assistance is available to support a victim in deciding what steps to take following any incident.
<http://www.emma.cam.ac.uk/about/documents/pdfs/Assault%20Advice.pdf>
- **support victims.** Everyone is likely to react differently to harassment or sexual misconduct. Whether or not a report is made to the Police, the College will endeavour to ensure that a victim has access to welfare provision and support which is appropriate to their needs. Support may be required in the short-term or for a longer period. Steps may need to be taken relating to accommodation or academic arrangements, for example, so that someone feels safe and can continue to study and participate in the College community.
<http://www.emma.cam.ac.uk/about/documents/pdfs/Assault%20Advice.pdf>
- **respect confidentiality.** Whenever possible the College will respect the confidentiality of someone reporting harassment or sexual misconduct. However, the College has a wider duty of care and if it considers that anyone may be at risk of further harm it may need to report a crime to the Police.
<http://www.emma.cam.ac.uk/about/documents/pdfs/Student%20Complaints.pdf>