

Statement

Sexual harassment and assault

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 assault will not be tolerated – sexual assault in particular is a very serious criminal offence. The College will support and assist the victim of any harassment or assault.

To this end the College will:

- **promote a culture of zero tolerance of sexual harassment and assault.** 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 Respect and Dignity Policy, Healthy Relationship 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 Respect and Dignity Procedure 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. However, allegations of rape and other sexual assaults, as with any behaviour which would constitute a serious criminal offence, can only be investigated by the Police and considered by the prosecuting authorities. Because of the nature of the crime the College cannot undertake an independent investigation into allegations of sexual assault.
- **support victims in reporting assaults.** The College will ensure that appropriate information and assistance is available to support a victim in deciding what steps to take following an assault. In the case of a serious sexual assault the College's strong advice is to involve the Police who have the authority to question under caution and access to investigatory and forensic resources.
- **support victims following assaults.** Everyone is likely to react differently to an assault. 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 who has previously suffered an assault feels safe and can continue to study and participate in the College community.
- **respect confidentiality.** Whenever possible the College will respect the confidentiality of someone reporting harassment or an assault. 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.