

DIGNITY AT STUDY

Harassment



The University of Bolton is committed to a policy of equality of opportunity and aims to ensure all students have the right to be treated with respect during their time at the University. We are passionate about the pursuit of diversity amongst our staff and student population and a supportive environment for all members of our community.

The University will not tolerate harassment of any kind. Any form of harassment that is reported and proven where the victim and the perpetrator are members of the University community may lead to the implementation of other university policies these could include the University Student Non-Academic Conduct and Disciplinary Policy and Procedure, Fitness to Practice Policy, Safeguarding Policy and Procedure or Health Wellbeing and Supported Study Policy (note this is not an exhaustive list).

The Dignity at Study policy and procedure applies to all students who are enrolled at the University of Bolton including partner organisations of the University.

The policy applies to behaviour and conduct whether expressed orally, in writing or electronically, occurring on university premises or elsewhere, including social networking sites, blogs, websites or other media if the perpetrator of such behaviour is also a member of the university community.

The university recognises that incidents of harassment can be very distressing. Students who have witnessed or experienced any of these unwanted behaviours where the perpetrator is a member of the university community can if they wish report these behaviours to the University via the Bullying, Harassment and Sexual Misconduct button at www.bolton.ac.uk/student-area/



What is Harassment?

Harassment is unwanted conduct related to any student, including those with a protected characteristic under the equality Act 2010 which:

- has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person; or
- is reasonably considered by that person to have the effect of violating their dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for them even if this effect was not intended by the person responsible for the conduct.

What Happens if I report harassment to the University?

If you choose to make a report via the online reporting tool your report will be received by a Dignity at Study Policy Coordinator. The Policy Coordinator will conduct an initial assessment and identify a Dignity, Equality and Diversity Champion to support you.

The Dignity, Equality and Diversity Champion will talk you through your options with the aim of resolving the report using informal processes, if informal processes are either are not appropriate to follow or you do not wish to follow these you will be advised of how to progress to the formal procedure which is the student complaints process.

If any incident is being investigated by the police or any other statutory service or agency, University procedures may be suspended until such external investigations are complete.

What if I don't want to report an incident of harassment to the University but still wish to report this or if the perpetrator is not a member of the university community?

Incidents of harassment often constitute potential criminal offences you could make a report to the Police using 101 (non-emergency) or 999 in an emergency.

Don't be afraid to report harassment to the police. You will be taken seriously. The police deal with this regularly and can offer you help and support.

If the harassment is targeted at you because of your disability, gender identity, race, religion or sexual orientation, this type of incident is a 'hate incident' or 'hate crime'.

What you tell the police will be dealt with sensitively and professionally.

Advice on harassment

If you have witnessed or experienced harassment, please speak with a member of university staff or the Students' Union. If the perpetrator of these unacceptable behaviours is known to you and is a member of the university community you will be advised on your options on how to report the incident and of support that is available from both the University and from external organisations.

- Student Advisor, Student Services, Chancellor's Mall 📞 01204 903733 or
- Students' Union, Chancellor's Mall 📞 01204 900850 – to note the Students' Union is also a Hate Crime Reporting Centre
- The Life Lounge, T2, Eagle Tower 📞 01204 903566

External Support

Greater Manchester Police

🌐 <https://www.gmp.police.uk/>

📞 999 (Emergency) or 101 (Non-Emergency)

National Bullying Helpline

Information and advice for anyone dealing with bullying

🌐 <https://www.nationalbullyinghelpline.co.uk/>

📞 0300 323 0169 (Helpline) or 📞 0845 225 5784 –
Monday to Friday 9am to 5pm

Stop Hate UK - Leading organisation working to challenge all forms of hate crime and discrimination.

🌐 <https://stophateuk.org>

Togetherall - A safe online community where people support each other anonymously to improve mental health and wellbeing.

🌐 <https://togetherall.com/en-gb/>

Samaritans - Support not matter what you are going through
24 hours a day 365 days a year.

🌐 <https://www.samaritans.org> 📞 116 123

Victim Support - Free and confidential 24/7 support if you've been a victim of a crime (even if you haven't reported it to the police).

🌐 <https://www.victimsupport.org.uk/> 📞 0808 503 9054