

Bullying and harassment among students

The College regards any form of bullying or harassment as intolerable. Bullying and harassment are actions that are threatening, intimidating or offensive to the recipient, or which create unacceptable conditions for the recipient about which he or she can reasonably complain.

The following are among actions liable to disciplinary investigation and (potentially) sanction via the Dean or Board of Discipline:

- Physical or sexual harassment – including unwanted sexual comments, sexual invitations, innuendo or physical contact
- Predatory behaviour, especially in respect of vulnerable people, or students who are new to Cambridge
- Racist, homophobic or heterosexist language
- Abusive language in respect of religion, disability or age
- Language or terminology that is clearly misogynistic or sexist
- Language or imagery that abusively objectifies men or women
- The spreading of salacious or other rumours about individuals or groups by social media or other means

Ours is an open, inclusive and diverse community in which mutual respect must be paramount. This is central to our ethos and mission. Physical, racial, sexual or other harassment of any sort is completely unacceptable. Hate language has no place here. We cannot prevent hateful ideas being in people's heads, but we can seek to restrict their expression in our community, and thereby the diminution and harassment of others.

The College urges any student who is subject to bullying or harassment to seek assistance in the first instance from the Senior Tutor, their Tutor or another Tutor, the Dean, the College Nurse, the College Counsellor, the Porters or the welfare officers of the JCR or MCR, according to the student's preference. Complaints will always be treated confidentially within the College's welfare or disciplinary teams, except in cases where it is believed that an active threat to a person or persons exists or persists.

In cases where the nature of the complaint means that police investigation ought to be undertaken, the police will be contacted rather than a College disciplinary investigation being initiated. This will only be done with the agreement of the complainant, except in cases where it is believed that an active threat to a person or persons exists or persists. It will not normally be appropriate for the College to take disciplinary action over serious matters that ought to be in the hands of the police, but a matter being placed in police hands will not necessarily preclude disciplinary action subsequently being taken by the College.

Richard Partington
Senior Tutor

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