

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. This may be done through informal contact in the first instance, by email, telephone or face-to-face meeting. Complaints will always be treated confidentially and on a need-to-know basis within the College's welfare, investigatory or disciplinary teams, except in cases where it is believed that an active threat to a person or persons exists or persists.

Cases of sexual harassment or sexual misconduct will ordinarily be dealt with under the College's or the University's harassment and sexual misconduct procedures, depending upon the circumstances concerned. Possible outcomes of the College's harassment and sexual misconduct procedure include resolution by agreement with the Senior Tutor or via mediation, disciplinary process against the respondent via the Dean or Board of Discipline, or, in rare situations where it is believed there is no case to answer, dismissal of the complaint.

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 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. A matter being placed in police hands will not necessarily preclude disciplinary action subsequently being pursued by the College. If a College investigation or disciplinary action has been initiated, and if the police then take up the case (having been advised of the matter by the complainant or by the College with his or her consent), that investigation or action will ordinarily be suspended while the police investigate. In cases where an investigation or disciplinary hearing cannot proceed, but where, in the judgement of the Senior Tutor, it is in the interests of the claimant and/or the respondent to be separated from one another, such a separation will be ordained by the Senior Tutor in the interests of the parties on a 'non-fault' basis. Such a separation would be liable to enforcement by the Dean.

Richard Partington
Senior Tutor
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