



**Senate**

<b>Paper Title</b>	Dignity at QMUL: statement on preventing harassment, bullying and hate crime.
<b>Outcome requested</b>	Senate is asked to <b>consider</b> the Dignity at QMUL statement for approval.
<b>Points for Senate members to note and further information</b>	<p>The development of the statement has been undertaken by the Equality and Diversity Steering Group which approved the final draft at its meeting on 21 July 2017.</p> <p>The statement will be supported by separate procedures for students and staff which are still under development. It is intended that the statement will be launched as soon as it is approved, with links to the existing processes for reporting complaints related to harassment, bullying and hate crime which will be replaced by the revised versions when these are finalised.</p>
<b>Questions for Senate to consider</b>	Is Senate content to approve the Dignity at QMUL statement?
<b>Regulatory/statutory reference points</b>	<p>QMUL Equality Diversity and Inclusion Objectives 2016-2020</p> <p>Equality Act 2010</p> <p>Education Act (No 2) 1986</p> <p>Human Rights Act 1998</p> <p>Committee of University Chairs, <i>Higher Education Code of Governance</i></p> <p>UUK report, <i>Changing the Culture, report of the taskforce examining violence against women, harassment and hate crime affecting university students.</i></p>
<b>Strategy and risk</b>	<p>2.01 Student experience</p> <p>3.01 High quality staff</p> <p>8.01 Public engagement</p> <p>15.01 Security of people, data and assets</p>
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## DIGNITY AT QMUL

### STATEMENT ON PREVENTING HARASSMENT, BULLYING & HATE CRIME

QMUL is committed to creating an environment for work and study where staff and students are treated with dignity and respect, and where bullying and harassment are not tolerated. This statement reflects QMUL's approach to ensuring that its community is free from all forms of prejudice, discrimination, harassment and bullying.

QMUL's values shape and influence the life of our institution, guiding behaviour in all of our endeavours:

- We act with integrity and to the highest ethical standards in all that we do.
- We adhere unequivocally to our fundamental academic mission.
- We promote a strong collegial community through openness, listening and co-operation
- We are diverse and inclusive, recognizing talent and nurturing the best and brightest, regardless of background.
- We support and engage with our local community, and more widely with London, the UK and internationally.
- We foster innovation and creativity, responding to new opportunities to further our academic ambitions and our wider purpose.

In support of its values, QMUL takes a zero tolerance approach to all forms of behaviour from staff, students or visitors that might violate the dignity of others. Zero tolerance means that QMUL will never tolerate, condone or ignore bullying, harassment or hate crime of any kind. We recognise that these behaviours can take many forms, they may be carried out face-to-face or through electronic media (cyber bullying), they may be subtle or overt abuses of power. All members of QMUL have a collective responsibility to encourage a culture of dignity and respect; to treat others fairly, with courtesy and consideration; and to challenge inappropriate behaviour when it is safe to do so. Managers, tutors and supervisors have a particular responsibility to lead by example; identifying inappropriate cultures and behaviours when these occur and taking prompt action to stop or prevent them.

QMUL recognises that any form of harassment, bullying or discrimination can seriously harm working, learning and social conditions. The impact of these unwanted behaviours can be severe, leading to the loss of self-confidence and self-esteem, stress related ill health, trauma, poor work quality, reduced outputs and lower motivation.

Any allegation of harassment, sexual harassment, hate crime, bullying or victimisation will be treated seriously, regardless of the seniority of those involved, and anyone found to have behaved unacceptably may be the subject of disciplinary action up to and including dismissal (colleagues) or expulsion (students).

This statement is supported by a detailed procedures for staff ([insert link](#)) and students ([link](#)) which includes information about how to access support or guidance, or to contact a QMUL Dignity Disclosure Officer

([web link to be inserted](#))

Published xxxx