

Sexual harassment & misconduct policy statement:

The College is committed to providing a safe environment which is conducive to the academic, social and personal development of all learners. All College users, including staff and learners, are expected to comply with the law at all times, and to avoid sexually abusive behaviours that may constitute a danger to themselves and others, or to the wellbeing and reputation of the College and wider community.

This includes sexual harassment, i.e. any behaviour that is humiliating, intimidating or hostile, and may include actions like derogatory name-calling, belittling remarks, insults, threats, unwanted personal attention.

The College regards any form of sexual harassment or misconduct as unacceptable and will investigate all concerns reported.

Duty of Care

The College takes seriously its duty of care to its staff and learners. If a College user has been the victim of sexual harassment or misconduct, the College will take reasonable steps to ensure their physical safety and facilitate their access to appropriate support, while respecting their feelings and decisions. Learners disclosing an incident(s) of sexual harassment or misconduct to the College will be given information on the options available to them including: reporting to the Police, making an anonymous report to CrimeStoppers, making a formal complaint, or requesting support only (College or external provider). Learners will be informed via the learner handbook and tutorial acceptable behaviours expected in the College and how to make a report if they feel or experienced any forms of harassment or sexual misconduct.

Confidentiality

The College recognises the importance of privacy in cases where sexual harassment or misconduct is alleged. Confidentiality will be maintained as far as possible unless otherwise agreed. There may however, be circumstances, e.g. danger of physical assault, that require the College to disclose certain information to additional College personnel or to third parties on a 'need to know' basis.