

DIGNITY AT STUDY

Sexual Misconduct



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 sexual misconduct of any kind. Any form of sexual misconduct that is 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 sexual misconduct 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 Sexual Misconduct?

Sexual misconduct relates to all unwanted conduct of a sexual nature. In the higher education sector, sexual violence and sexual harassment are often referred to as sexual misconduct. Sexual misconduct includes a broad spectrum of behaviours that cannot be divorced from other types of violence including but not limited to, intimate partner violence or domestic abuse, coercive and/or controlling behaviours, and stalking.

Sexual misconduct includes, but is not limited to:

- i. Sexual harassment (as defined by Section 26 (2) of the Equality Act 2010)
- ii. Unwanted conduct which creates an intimidating, hostile, degrading, humiliating or offensive environment (as defined by the Equality Act 2010)
- iii. Assault (as defined by the Sexual Offences Act 2003)
- iv. Rape (as defined by the Sexual Offences Act 2003)
- v. Physical unwanted sexual advances (as set out by the Equality and Human Rights Commission: Sexual harassment and the law, 2017)
- vi. Intimidation, or promising resources or benefits in return for sexual favours (as set out by the Equality and Human Rights Commission: Sexual harassment and the law, 2017)
- vii. Distributing private and personal explicit images or video footage of an individual without their consent (as defined by the Criminal Justice and Courts Act 2015).

Put simply the following (non-exhaustive):

- i. Engaging, or attempting to engage in a sexual act with another individual without consent;
- ii. Sexually touching another person without their consent;
- iii. Kissing without consent;
- iv. Conduct of a sexual nature which creates (or could create) an intimidating, hostile, degrading, humiliating, or offensive environment for others including making unwanted remarks of a sexual nature;
- v. Inappropriately showing sexual organs to another person;
- vi. Repeatedly following another person;
- vii. Recording and/or sharing intimate images or recordings of another person without their consent;
- viii. Arranging or participating in events or conduct which may reasonably be assumed to cause degradation and humiliation to those who have experienced sexual violence, e.g. inappropriately themed social events or initiations.

What Happens if I report Sexual Misconduct 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. In situations of Sexual Misconduct, the informal processes as set out in the Dignity at Study Policy may not be appropriate and the Dignity, Equality and Diversity Champion will support you with making a formal complaint in accordance with the student complaint 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 sexual misconduct to the University but still wish to report this or if the perpetrator is not a member of the university community?

Incidents of sexual misconduct often constitute criminal offences, you can make a report to the Police using 101 (non-emergency) or 999 in an emergency.

If you have been sexually assaulted including incidents of rape and don't wish to report this to the police and you reside in Greater Manchester you can seek support from Saint Mary's Sexual Assault Referral Centre (SARC). If you live outside of Greater Manchester, you can find your nearest SARC by searching online.

Saint Mary's Sexual Assault Referral Centre:

Saint Mary's Sexual Assault Referral Centre (SARC) provides a comprehensive and co-ordinated forensic, counselling and aftercare service to men, women and children living in the Greater Manchester area who have experienced rape or sexual assault, whether this has happened recently or in the past. They also offer immediate crisis support and a forensic service to Cheshire.

You can use their services without making a report to the police and they can support you if and when you want to speak to the police.

If you want to make a referral call **0161 276 6515** or visit <https://www.stmaryscentre.org/>

Advice on sexual misconduct

If you have witnessed or experienced sexual misconduct, 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
- The Life Lounge, T2, Eagle Tower 📞 01204 903566



External Support

Greater Manchester Police

 <https://www.gmp.police.uk/>  999 (Emergency) or 101 (Non-Emergency)

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

Rape Crisis England - Charitable organisation working to end sexual violence and abuse, delivering specialist services to those affected by sexual violence.

 <https://rapecrisis.org.uk/about-us/>

 0808 802 9999 (8am to midnight 365 days a year)

St Mary's Sexual Assault Referral Centre (SARC) - If you have been raped or sexually assaulted St Marys are there to help with the recovery from both physical and emotional effects of the assault.

 <https://www.stmaryscentre.org/>  0161 276 6515 24 hours helpline

Survivors UK - National online helpline for men aged over 13 who have experienced sexual violence at any time in their lives.

 <https://www.survivorsuk.org/>