Bullying, Harassment and Sexual Misconduct: A Quick Guide

What is Bullying, Harassment and Sexual Misconduct?

<u>Bullying</u>: can be defined as offensive, intimidating, malicious or insulting behaviour. It can be an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

Harassment: including sexual harassment or discrimination by harassment, includes unwanted behaviour or conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment because of, or connected to, one or more of the following protected characteristics: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

<u>Sexual Misconduct</u>: is defined as any unwanted or attempted unwanted conduct of a sexual nature. This includes, but is not limited to sexual harassment, sexual assault and rape.

Refer to the <u>Bullying</u>, <u>Harassment and Sexual Misconduct Policy</u> for more information, including examples of bullying, harassment and sexual misconduct.

Student makes an allegation of bullying, harassment or sexual misconduct Against a student Against a member of staff Student Misconduct Policy applies Refer to "Misconduct: A Quick Guide" Student Complaints Policy and Procedure applies Refer to "Student Complaints: A Quick Guide" Student Complaints Policy and Procedure may be paused for a single investigation under it and the Staff Disciplinary and Dismissal Procedure If paused, Student Complaints Policy will be resumed following conclusion of Staff Disciplinary and Dismissal Procedure

Reporting, help and advice

Support & Report online:

A report can be made online anonymously or with contact details through the online reporting tool Support and Report.

Contact details:

Website: https://nfts-supportandreport.co.uk

Student Support and Wellbeing team:

Students can report bullying, harassment and sexual misconduct and/or seek support and advice from the Student Support and Wellbeing team.

Contact details:

Email: swellbeing@nfts.co.uk