

CORPUS CHRISTI COLLEGE
CAMBRIDGE

STUDENT HARASSMENT AND SEXUAL
MISCONDUCT POLICY

Approved and adopted by the College's Executive Body on 10 June 2019

1 Commitment to Providing a Safe Environment

- 1.1 Corpus Christi College is committed to providing a safe environment that is free from harassment, sexual misconduct and discrimination. All members of the College have the right to be treated with dignity and respect. Harassment and sexual misconduct will not be tolerated. The College will take allegations of harassment and sexual misconduct very seriously and may take action, including [disciplinary action](#), in response to a complaint from a student.
- 1.2 The College will promote a culture of zero tolerance of harassment and sexual misconduct, and will support those who believe that they have been subject to harassment, sexual misconduct or other unacceptable behaviour.
- 1.3 The Senior Tutor will nominate an appropriately trained and experienced Class A or C Fellow, which the Executive Body will appoint as the College Harassment Officer. The College Harassment Officer may be approached confidentially by any College member who believes that they have been subject to harassment or sexual misconduct. A concern may be raised on behalf of someone else but only with that person's consent. The College Harassment Officer may report on aspects of individual cases to the Master, the Senior Tutor, the student's Tutor, and/or the College Nurse, but will discuss all disclosures with the student in advance.

2 Code of Conduct for Students

- 2.1 All members of the College have a right to a safe environment that is free from harassment, misconduct and other unacceptable behaviour.
- 2.2 In line with the University's definition, harassment is defined here as single or repeated incidents involving unwanted or unwarranted conduct towards another person that it is reasonable to think would have the effect of (i) violating that person's dignity or (ii) creating an intimidating, hostile, degrading, humiliating, or offensive environment for that person.
- 2.3 Harassment may be verbal, psychological or physical; it may take place in person, via a virtual platform or through other methods of contact. Online harassment may take the form of intimidating, offensive or graphic posts on social media sites or chat rooms, or communications by email, text or other instant messaging.
- 2.4 Unacceptable behaviour, whether intentional or not, can take a variety of different forms. The following are a list of non-exhaustive examples of behaviour that the College considers to be unacceptable:
 - a) making sexually offensive comments about dress or appearance, the display or distribution of sexually explicit material, or demands for sexual favours;

- b) engaging in harassment on the grounds of a person's sexuality (or assumptions about a person's sexuality) including making derogatory homophobic, transphobic or biphobic remarks or jokes aimed at a particular person, offensive comments relating to a person's sexuality, refusal to acknowledge a person's gender or identity, or threats to disclose a person's sexuality to others;
 - c) making offensive references to a person's race, ethnicity, skin colour, religion or nationality, dress, culture, background or customs;
 - d) ignoring, disparaging or ridiculing a person because of assumptions about their capabilities, or making offensive reference to an individual's appearance, in the context of their disability; *and/or*
 - e) controlling or coercive behaviour, such as pressure to subscribe to a particular political or religious belief.
- 2.5 Sexual misconduct includes (but is not limited to) the following, whether or not within a sexual or romantic relationship, including where consent to some form of sexual activity has been given and then withdrawn, or if consent has been given on previous occasions:
- a) sexual intercourse or engaging in a sexual act without consent;
 - b) attempting to engage in sexual intercourse or in a sexual act without consent;
 - c) sharing private sexual materials of another person without consent;
 - d) kissing without consent;
 - e) touching inappropriately through clothes without consent;
 - f) inappropriately showing sexual organs to another person; *and/or*
 - g) repeatedly following another person without good reason.
- 2.6 Students are expected to take responsibility for their own conduct. Being under the influence of alcohol or drugs does not excuse or mitigate any misconduct.

3 Advice, Guidance and Support for Students

- 3.1 For confidential support and advice on harassment or sexual misconduct within College, students may contact their Tutor, the Senior Tutor, the College Harassment Officer and/or the College Nurse, and the College Counsellor. Students may also seek initial advice from the JCR/MCR Welfare Officers.
- 3.2 Independent support and information is available from the [Cambridge University Students' Unions' Advice Service](#) (SUAS). Further support and advice is available from the [University Counselling Service](#). The University also has a [Sexual Assault and Harassment Advisor](#) who provides emotional and practical support to anyone who has been raped, sexually assaulted, or harassed, recently or in the past.
- 3.3 In an emergency or immediately following an assault, students should go to somewhere that they feel safe. In College, the Porters Lodge will always be a safe place to obtain help and assistance. The Porters can contact the Senior Tutor or any other Tutor, provide telephone numbers or call for assistance on the student's behalf.
- 3.4 Sexual assault and rape are serious criminal offences. Students will be supported in the process of coming to an informed decision as to whether to report such an incident to the Police. If a student does make a report to the Police, they should inform the Senior Tutor as soon as possible. If the student decides not to report an incident to the Police, neither the College nor the University will require them to do so. No inferences will be drawn from this decision.
- 3.5 Where there is a significant on-going risk to members of the College or University community, or to the wider community, the Senior Tutor or College Harassment Officer may decide to report the matter to the Police. The student will normally be informed before a report is made.
- 3.6 If, at any stage, students feel that, as a result of complaining about harassment or sexual misconduct, they are being disadvantaged or are suffering a reprisal from any member of the College, including the person they have made a complaint about, they should seek advice and guidance from the College Harassment Officer.

4 Informal Resolution

- 4.1 In appropriate cases relating to some forms of harassment, students who are unhappy or concerned with the behaviour of another student may decide to try to resolve the matter themselves directly with the other student.
- 4.2 The student is advised to seek support on a confidential basis from their Tutor, the Senior Tutor or the College Harassment Officer, either to help them to work out what to say, or to accompany them when they meet the person about whom they are complaining. Students are encouraged to try to describe the behaviour precisely, including where and when it happened. Students should also make it clear how they feel about what has happened, and describe the effect it is having on them. They should be encouraged to say precisely what they want to happen going forward. Because of the possibility of counter-accusation and recrimination, all students are advised to alert a supporting person (e.g. their Tutor) to the problem before approaching the person concerned, even if they feel able to take this action on their own.
- 4.3 If a direct approach has been tried and has not worked, or if a student does not wish to make such an approach, their Tutor, the Senior Tutor and/or the Harassment Officer may, with the consent of the student, seek to resolve the problem on their behalf.

5 Formal University Procedure

- 5.1 Formal complaints can be raised with the [University Procedure on Student Harassment and Sexual Misconduct](#). There is no requirement that an attempt at informal resolution be made before a formal complaint is raised with the University.
- 5.2 The University procedure and guidance documents describe how the Complainant's complaint will be considered, and the possible outcomes. The Head of the University's Office for Student Conduct, Complaints and Appeals (OSCCA) (OSCCA@admin.cam.ac.uk) will answer questions that students or staff might have about the procedure and will endeavour to ensure that the students understand the procedure at each stage.
- 5.3 The College will provide pastoral support to any member of the College involved in the University procedure, whether as a Complainant or as a Respondent.
- 5.4 The College does not have its own formal procedure for harassment and misconduct. However, students may wish to submit a Concern with the Dean of College (dean-of-college@corpus.cam.ac.uk) as part of the [College Disciplinary Procedures](#).

6 Use of Personal Information

- 6.1 Corpus Christi College has a [Confidentiality Statement](#) and a [Data Protection Policy for Students](#), as well as other [Data Protection Policies](#), which provide information on how the College will use personal information.
- 6.2 The College will respect the confidentiality of any report of harassment or sexual misconduct. College Officers will take minutes at meetings and will ask the student to sign a copy of the minutes to confirm that they are an accurate representation of what was discussed.
- 6.3 The student's Tutor, or any other senior member of the College to whom the student speaks, will discuss with them any information which may need to be passed to others in College or elsewhere. The Senior Tutor and any Fellows (e.g. Tutors or Directors of Studies) supporting either the student making a complaint or the student against whom the complaint has been made will normally be provided with a summary of the complaint, including the names of both parties, so that they are aware of the situation and are able to provide support.
- 6.4 In some cases, it may also be appropriate to inform the student's Head of Department or Faculty and/or Supervisor (if the student is a research student). The College will aim to seek the student's consent for sharing information but in exceptional cases it may decide that the sharing of information is necessary. For example,

where it is in the public interest or where it is considered necessary to protect the interests of those involved. In this situation, the student will be informed before the information is shared.

- 6.5 The College will normally respect the wishes of a person who is the victim of a crime and does not wish to report the matter to the Police. However, in exceptional circumstances, the College may be required to disclose information to the Police if the Senior Tutor considers that a member of the College community is at risk of harm. The student will normally be informed of the intention to report the matter to the Police (and the reasons for doing so) before a report is made.
- 6.6 In exceptional circumstances the College may be required by law to disclose information in criminal proceedings.
- 6.7 The College Harassment Officer will report annually to the Executive Body in an anonymised format the number of cases received and any trends in the cases. Where appropriate, the College Harassment Officer will make recommendations on how to improve the prevention, support or reporting activities of the College.