

Where can I find help?

College:

The Dean

dean@seh.ox.ac.uk

For advice or welfare issues:

nurse@seh.ox.ac.uk; chaplain@seh.ox.ac.uk

University:

University Harassment Advisory Service

Director of Student Welfare and Support Services

University Harassment Line

If you're unsure:

University or College officers can help or direct you appropriately

Have you faced harassment?

I'm not sure what I am experiencing is harassment

I need confidential advice!

I don't know what my options are!

I don't know if I want to make a formal complaint





What is harassment?

A person subjects another to **harassment** where they engage, intentionally or otherwise, in unwanted and unwarranted conduct which has the purpose or effect of:

- I. violating another person's dignity, or
- II. creating an intimidating, hostile, degrading, humiliating or offensive environment for another person.

Harassment may involve repeated behaviour, but a one-off incident can also amount to harassment. The recipient does not need to have explicitly stated that the behaviour was unwanted.

St Edmund Hall Harassment Policy

St Edmund Hall does not tolerate any form of harassment or victimisation and expects all members of the College community, its visitors and contractors to treat each other with respect, courtesy and consideration.

The College is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working learning and social environment in which the rights and dignity of all members of the College community are respected.

Find out more:

goo.gl/2txnrY



Workplace and academic harassment

- I. insulting, abusive, embarrassing or patronising behaviour or comments
- II. humiliating, intimidating, and/or demeaning criticism
- III. persistently shouting at, insulting, threatening, disparaging or intimidating an individual
- IV. constantly criticising an individual without providing constructive support to address any performance concerns
- V. persistently overloading an individual with work that they cannot reasonably be expected to complete
- VI. isolation from normal work or study place, conversations, or social events



White British students are **16%** more likely to be awarded a first class degree or 2:1 degree than BME British students.



LGBT+ students are more likely to consider dropping out than heterosexual students

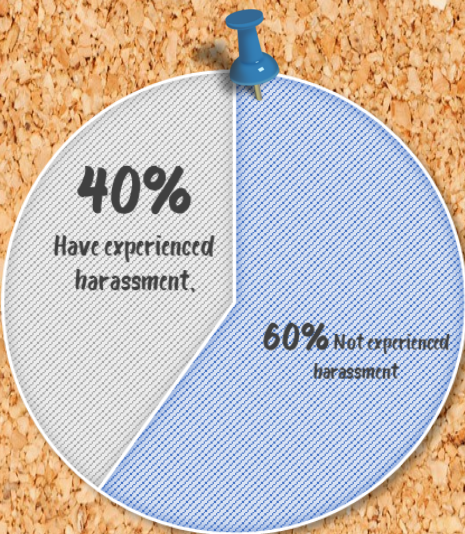
"Facebook has a Uni Lad group which regularly posts demeaning things about women and rape jokes, which I and my fellow female students find appalling. I have seen many male university Facebook friends have 'liked' this page."

"If someone says something racist and laughs, I will laugh to make them think it's not hurting me, when in actual fact it is"



Social and online harassment

- I. offensive comments or body language, including insults, jokes or gestures and malicious rumours, open hostility, verbal or physical threats: these include all forms of harassment and abuse on the grounds of disability, race or sexual orientation
- II. insulting, abusive, embarrassing or patronising behaviour or comments
- III. humiliating, intimidating, and/or demeaning criticism
- IV. persistently shouting at, insulting, threatening, disparaging or intimidating an individual
- V. posting offensive comments on electronic media, including using mobile communication devices
- VI. isolation from normal work or study place, conversations, or social events
- VII. publishing, circulating or displaying pornographic, racist, homophobic, sexually suggestive or otherwise offensive pictures or other materials.



Four-in-ten internet users are victims of online harassment.

22% of which are severely harassed

(Pew Research Centre, 2017)

"To the state school bozo who sits in the back, I'm sorry we all make you feel inferior."

"My friend sees me dressed for the bop and says, 'Hey, just an fyi, you're asking to get raped tonight wearing that number.' I tell him to F-off, and he tells me that he meant I look really hot."

"[A team] posted [naked calendar pictures] online and the comments off the guys were just horrendous: 'One on the left's a munter' and 'one in the middle would get it'...It was basically like really rapey comments."

"Dude, just try not to think about sad stuff. I'm sure you're not really depressed you just never get out. It's sunny out, go outside, that will cure you."

