

Policy on Student Harassment and Sexual or Physical Misconduct

Any member of the University community wishing to report an incident of harassment or sexual or physical misconduct can report via [Report & Support](#)

The University of East Anglia is committed to creating an inclusive and supportive education experience for all students where everyone is treated with dignity and respect and all members of the University community share a responsibility to create and maintain a safe and welcoming environment on campus.

The University is wholly committed to implementing relevant UK legislation and best practice recommended from relevant national bodies such as Office for Students, Universities UK and to partnership working in this regard with the Students' Union.

The University is committed to promoting an environment that is free from any form of harassment and sexual or physical misconduct in whatever form this may take.

Scope

- This policy applies to students registered with the University for a programme of study, whether that is full-time or part-time. This includes, but is not limited to, those who are:
 - i. also employed by the University, such as a postgraduate research student who also act as an associate tutor;
 - ii. on a work or clinical placement that is a requirement of their programme of study;
 - iii. registration-only, such as a postgraduate research student who has not submitted their thesis within their prescribed period of study, but remains registered;
 - iv. a visiting student
 - v. a UEA student studying abroad

- Organisations that operate or deliver any activity on behalf of the University or on University-owned premises are expected to uphold the standards, or similar standards, outlined in this policy.
- Depending on the context, the University will address any harassment allegation under the General Regulations for students or the applicable policy for staffs.

Policy Statement

The purpose of this policy is to outline the University's position in relation to harassment, in all its forms, and sexual or physical misconduct.

Any incident of harassment and sexual or physical misconduct will be regarded very seriously and any such behaviours which constitute a breach of the University's General Regulations for Students may be grounds for disciplinary action including suspension and exclusion from the University.

The University aims to:

- promote a positive environment in which all members of UEA's community are treated fairly and with respect;
- provide a framework of support for students involved in any complaints or allegations;
- provide a mechanism for the resolving of disputes within the context of the University's regulations.

The University has a policy relating to Freedom of Speech and the University's position regarding freedom of speech will be in accordance with relevant extant legislation. The University's commitment to the protection of freedom of speech does not undermine the University's commitment to combating harassment and where speech is not protected by law appropriate disciplinary procedures will be followed.

The term harassment is broadly well understood and relates to a range of behaviours that are not acceptable and may result in the University taking disciplinary action. In addition, UK legislation sets out certain types of behaviour that constitutes harassment and these specific examples fall within the University's broad understanding of harassment.

Harassment of under 18s

A small number of students who are under 18 years of age are admitted to UEA courses each year. The University has particular safeguarding responsibilities for under 18s and will ensure it adheres to all applicable law and statutory guidance in effect from time to time.

Types of harassment

The General Regulations for Students provides the definitions of harassment utilised by the University. The University recognises as harassment abusive conduct, physical misconduct, sexual misconduct, sexual harassment, and protected characteristic harassment. The definitions of each form of harassment are contained in General Regulation 10.

Governance	Detail
Policy owner	Senate
Underlying University strategy or plan	This policy relates to Student Harassment and Sexual or Physical Misconduct
Underlying legislation	Human Rights Act 1998 (legislation.gov.uk) Equality Act 2010 (legislation.gov.uk)
Recommended by	Student Experience Committee
Approved by	<i>Senate - July 2023</i>
Effective working date	<i>Immediately after Senate approval</i>
Review date(s)	Academic year 2024/25
Future review date	<i>Normally 3 years, and no more than 5 years after last review date</i>
Supporting regulations	UEA Code of Practice for staff – Dignity and Respect in the Workplace , and for students General Regulations - University Governance - About (uea.ac.uk) , and University Disciplinary and Investigative Procedures and Powers - About (uea.ac.uk) ; Code of Practice Relating to Freedom of Speech - About (uea.ac.uk)
Supporting operational processes	The operational processes and guidance will follow.
Supporting guidance for	Will be created following approval.

those running the process	
Supporting guidance for this using the process	Will be created following approval
Enquires	Queries on this policy should be addressed to: Jane Amos, Associate Director of Student Services (Life and Learning)
Key web search terms	Harassment