



Sexual Harassment and Sexual Misconduct Policy

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Student friendly:	Yes

Revision history

Version	Type (e.g. replacement, revision etc)	Date	History (reason for changes)
1	New	7.7.21	New policy

Monitoring and review

This policy will be reviewed by the Senior Leadership Team every 3 years.

Sexual Harassment and Sexual Misconduct Policy

Policy intent

Bradford College is focused on taking all necessary steps to ensure a safe environment that is free from harassment and sexual misconduct, in which the rights and dignity of all members of the College community are valued and respected.

Sexual Harassment and Sexual misconduct covers a broad range of inappropriate unwanted behaviour. It extends to unwanted touching, stalking, abusive or degrading remarks and across the vast range of inappropriate behaviour in between. Whilst detailing all the behaviour covered by this policy statement would be unhelpful, the common thread is the disregard of **informed consent**.

We recognise the devastating impact that harassment and sexual misconduct can have on individuals, their supporters and The College community. We take this point very seriously and firmly commit ourselves to the promotion of a culture in which any incident of harassment and sexual misconduct will not be tolerated, will be actively challenged and will be addressed to ensure a positive, safe environment for all members of our community.

Sexual harassment and sexual misconduct jeopardise the mental, physical, and emotional wellbeing of members of our College and the safety of our community. It diminishes dignity and impedes access to educational, social, and employment opportunities. It can cause lasting physical and psychological harm.

Our community expects that all interpersonal relationships and interactions will be grounded upon mutual respect, open communication, and clear consent. Community members are expected to take an active role in upholding our collective commitment and in promoting the inherent dignity of all individuals.

We are clear in our commitment to ensure that we implement a zero-tolerance approach to harassment and sexual misconduct which is balanced with educating our community and encouraging active bystander intervention. This policy statement sets out our commitment as a community to these aims and we will work with relevant stakeholders to ensure their implementation.

Our Duty of Care

We take very seriously our duty of care to our community members. If a member of our community is a survivor of harassment and sexual misconduct we will take steps to ensure their physical safety and facilitate their access to appropriate specialist support, while respecting their feelings and decisions. We also have a responsibility to encourage and support individuals affected by harassment and sexual misconduct to come forward, disclose with confidence and seek help. As a responsible College, we recognise that such incidents may also constitute a direct infringement of the law. As such, Bradford College recognises that we have moral, ethical, and legal obligations to address all infringements of this policy statement.

Related policies and procedures

Safeguarding Policy
Equality Diversity and Inclusion Policy
Positive Behaviour Policy
Harassment and Bullying policy
Sexual Harassment and Sexual Misconduct Procedures
Safeguarding Procedures
Student Discipline Procedures
Staff Disciplinary Procedures