

What is sexual assault and sexual harassment?

Sexual violence is any incident of unwanted sexual contact. It includes rape, sexual assault, sexual abuse and sexual harassment.

If you have experienced any form of sexual violence, whatever the circumstances, whenever it happened, it was not your fault.

There is help and support available so you can make your own decision about what happens next.

Sexual violence may include, but is not limited to:

- rape
- sexual assault – this can include inappropriately touching someone without their consent, unwanted kissing, and/or making someone take part in a sexual activity with them without their consent
- childhood sexual abuse
- sexual harassment – any unwanted sexual behaviour that makes someone feel scared, upset, offended or humiliated
- revenge porn'
- 'flashing' or cyber-flashing

More information can be found here:

<https://reportandsupport.qmul.ac.uk/support/what-is-sexual-violence>

<https://www.qmul.ac.uk/welfare/sexual-harassment-advice/>

Additional help available if you are a staff member

The University's Employee Assistance Programme helpline
[hr.qmul.ac.uk/wellbeing/workplace-support/employee-assistance-programme](https://www.qmul.ac.uk/wellbeing/workplace-support/employee-assistance-programme)

Employees can seek support and advice from HR on the application of the Grievance Resolution Policy and Procedure at any stage
[hr.qmul.ac.uk/contact/whoswho](https://www.qmul.ac.uk/contact/whoswho)

Trade Unions Representation and Support: [hr.qmul.ac.uk/workqm/unions](https://www.qmul.ac.uk/workqm/unions)

Additional help available if you are a student

Sexual Assault and Harassment Adviser at Queen Mary
<https://www.qmul.ac.uk/welfare/sexual-harassment-advice/>

Advice and Counselling Service at Queen Mary
www.welfare.qmul.ac.uk/about-us

Your Student Support Officer
my.qmul.ac.uk/course-essentials/ask-for-help/student-support-contacts

The Students' Union Academic Advice Service
www.qmsu.org/advice/academic

Useful links

Policy and procedures

Dignity at Work and Study General Guidance
www.arcs.qmul.ac.uk/media/arcs/policyzone/academic/Dignity-at-Work-and-Study-General-Guidance.pdf

This provides information on rights, responsibilities, and expected behaviour

Dignity at Work and Study Policy
hr.qmul.ac.uk/media/hr/docs/forms/policies/Dignity-at-Work-and-Study-Procedure-for-Staff.pdf

Student Behaviour and Discipline
www.arcs.qmul.ac.uk/media/arcs/policyzone/Student-Behaviour-and-Discipline.pdf

Code of Student Discipline
[https://arcs.qmul.ac.uk/media/arcs/policyzone/academic/Code-of-Student-Discipline-\(2021-22\).pdf](https://arcs.qmul.ac.uk/media/arcs/policyzone/academic/Code-of-Student-Discipline-(2021-22).pdf)

Policy on Relationships between Staff and Students
www.arcs.qmul.ac.uk/media/arcs/policyzone/academic/Relationships-between-Staff-and-Students-Policy.pdf

Student Complaints Policy
[https://arcs.qmul.ac.uk/media/arcs/policyzone/academic/Student-Complaints-Policy-\(2022-23\).pdf](https://arcs.qmul.ac.uk/media/arcs/policyzone/academic/Student-Complaints-Policy-(2022-23).pdf)

Grievance Resolution Policy and Procedure for Staff
hr.qmul.ac.uk/procedures/policies/grieve

Additional information
reportandsupport.qmul.ac.uk/campaigns/changing-the-culture

External support services

Rape Crisis - <https://rapecrisis.org.uk/>

Solace Women's Aid - <https://www.solacewomensaid.org/>

Rights of Women (legal advice) - <https://rightsofwomen.org.uk/>

The Havens - <https://www.thehavens.org.uk/>

Sexual health services - <https://www.nhs.uk/service-search/find-a-sexual-health-clinic/>

Police - if you or someone else are in immediate danger, call 999. If it's not an emergency you can call 101 or visit a police station.

Blizard Institute

Advice and guidance on sexual assault and harassment



This brochure contains information on what options are available to you at the Blizard Institute and Queen Mary if you are a member of staff or a student who is experiencing, or has experienced, sexual assault and/or sexual harassment. Inside you will find guidance on what constitutes sexual assault/harassment, a flow chart to guide you through your options depending on which actions you feel comfortable in taking, and useful links to guide you to more information or how to access support. This information is also available to access online at: www.qmul.ac.uk/blizard/edi/bullying-and-harassment

Worried about someone else?

There are lots of ways you can help and lots of places to look for support: reportandsupport.qmul.ac.uk/support/i-am-worried-about-someone-else

START Have you experienced/are you experiencing sexual assault or sexual harassment?
There is support available.
QUEEN MARY HAS ZERO TOLERANCE FOR ALL FORMS OF SEXUAL VIOLENCE

You can still report the incident(s) anonymously here: reportandsupport.qmul.ac.uk/report/anonymous.
Please note: As no personally identifiable details are provided, you won't be contacted to receive any advice or support.

Do you feel comfortable talking to someone?

YES
Are you happy to talk to someone within Advice and Counselling?

NO

Support and advice are available.
Consider talking to a Sexual Assault and Harassment Adviser (SAHA). Talking with a SAHA will clarify the options available to you and should help you to decide on the best way forward for you
Details can be found on:
<https://www.qmul.ac.uk/welfare/sexual-harassment-advice/>

Are you happy to talk to someone within the Blizzard Institute?

YES

Are you happy to talk to your line manager?

NO

Support and advice are available.
Consider talking to a Dignity and Respect Champion (DRC) first before taking any other action in relation to your issue. Talking with a DRC will clarify the options available to you and should help you to decide on the best way forward for you

- You can contact a Dignity and Respect Champion here: hr.qmul.ac.uk/wellbeing/workplace-support/bullying--harassment
The DRC will get in touch with you to make an appointment to meet and will provide guidance, assistance and advice on the courses of action available. See webpage for more details.
- You can report the incident(s) WITH CONTACT DETAILS here: reportandsupport.qmul.ac.uk/report/advisor
Depending on whether you are a student, staff or visitor at Queen Mary, you may be contacted by staff from Student and Academic Services, Academic Registry and Council Secretariat and/or Human Resources to discuss your options for further support and/or disciplinary investigation. See webpage for more details.
- Additional links for support are available here: <https://reportandsupport.qmul.ac.uk/support/what-support-is-available-for-sexual-violence>

You can contact:

- Your Centre Lead
- The Blizzard Dignity and Respect Champion (Louisa James, louisa.james@qmul.ac.uk)
- The Blizzard EDI Academic Lead (Tania Maffucci, t.maffucci@qmul.ac.uk)
- The Institute Director (Mary Collins, mary.collins@qmul.ac.uk)
- The Interim Institute Manager (Rachael Parker, rachael.parker@qmul.ac.uk)

WHAT HAPPENS NEXT?
A meeting to discuss your individual situation and to get support. If it is necessary to gather further information before making a decision, you will be informed about the timescale of the subsequent actions.
Outcomes might involve:

- an informal resolution
- a referral for support
- talking to you about the option to make a formal complaint

During the meeting(s) you and your chosen contact person will discuss/decide the best approach to take.