



Oriel College

UNIVERSITY OF OXFORD

BULLYING AND HARASSMENT POLICY AND PROCEDURE

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A. Introduction

The policy covers harassment, bullying and victimisation.

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. The College does not tolerate any form of harassment, bullying or victimisation.

B. Scope

This policy applies to all members of the College, including all employees, staff, students, fellows and all contractors and visitors to the college

C. Information Security Classification

This policy represents part of the College's commitment to being an inclusive and safe place to work, study, and visit, and thus will be published on the College website. Copies of the policy will also be available to view on the College's internal SharePoint resource, or from the Governance Officer on request (governance@oriel.ox.ac.uk).

D. Delegated Authority

The Governing Body have delegated responsibility for this policy to the College's Equality, Diversity and Inclusion (EDI) Committee. The Senior Dean and Head of HR are the owners of this policy and both sit on the EDI Committee as *ex-officio* members. They are responsible for ensuring that this policy is kept up-to-date in line with guidance and legislative changes, and is brought to the EDI Committee for approval at least every two years.

E. Policy Statement

The College expects all members of the College community, its visitors, and contractors to treat each other with courtesy and consideration.

The aims of the College as reflected in this Policy are to:

- a. promote a positive environment in which people are treated fairly and with respect;
- b. make it clear that harassment, bullying and victimisation are unacceptable, recognising that those behaviours may cause harm, physically or emotionally, and that all members of the College have an active role to play in creating an environment free from harassment, bullying or victimisation;
- c. provide a framework of support for staff and students who feel they have been subject to harassment, bullying or victimisation, and
- d. provide a mechanism by which complaints can wherever possible be addressed appropriately and in a timely way.

Those in positions of authority, such as senior Officers of the College, managers, and members of the Governing Body, have formal responsibilities under this

Policy and are expected to familiarise themselves with the Policy on appointment. All managers have a duty to implement this Policy and to take reasonable steps to ensure that harassment, bullying and victimisation do not occur in the areas of work for which they are responsible; and that if they do occur, any concerns are taken seriously and dealt with appropriately under this Policy and the relevant Procedures.

F. Definition of Terms

“Harassment”

Defined as unwanted conduct meeting one or more of the following criteria:

- a. a **course of conduct** on at least two occasions that harasses one other person, or a course of conduct that harasses two or more persons at least once each; in this context, harassment includes causing a person alarm or distress where this is not a reasonable course of conduct in the particular circumstances.¹
- b. unwanted conduct of a **sexual nature** that has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment,² or;
- c. unwanted conduct of a **sexual nature** or related to **gender reassignment** or **sex** that has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment and because of the alleged victim’s **rejection of or submission** to the conduct the alleged perpetrator **treats the alleged victim less favourably** than they would have done had the alleged victim not have rejected or submitted to the conduct³;
- d. unwanted conduct relating to a **protected characteristic** (age; disability; gender reassignment; marriage or civil partnership; pregnancy; maternity; race; religion or belief; sex; or sexual orientation), that has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment;⁴

“Bullying”

Characterised as unwanted behaviour that is either: offensive, intimidating, malicious or insulting, or an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone.

When deciding whether harassment or bullying has occurred the intentions of the alleged perpetrator and the perception of the alleged victim, including the extent to which that perception is in all the circumstances reasonable, will be taken into account.

Harassment and **bullying** can be either face to face or through other forms of communication, including but not limited to written communications and communications via any form of digital media. It can be verbal and/or physical. It can be direct to the person concerned or to a third party.

Being under the influence of alcohol or drugs, or otherwise intoxicated, is not an excuse for harassment or bullying.

¹ Summarised from Protection from Harassment Act 1997 section 8(1), (3) & (4).

² Summarised from Equality Act 2010 section 26(2).

³ Summarised from Equality Act 2010 section 26 (3)

⁴ Summarised from Equality Act 2010 section 26(1).

“Victimisation”

In a College context, **victimisation** means subjecting someone to detrimental treatment because they have done, or you believe that they have done or may do, one of the following:

- a. made an allegation of harassment, bullying or discrimination;
- b. indicated an intention to make such an allegation;
- c. assisted or supported another person in bringing forward such an allegation;
- d. participated in an investigation of a complaint;
- e. participated in any disciplinary hearing arising from an investigation, or;
- f. taken any other steps in connection with this Policy.⁵

Freedom of speech and academic freedom

Freedom of speech and academic freedom are central tenets of College life as set out in our [Code of Practice on Freedom of Speech](#). Exposure to any of the following is unlikely to amount to harassment:

- a. the content of higher education course materials, including but not limited to books, videos, sound recordings, pictures;
- b. statements made and views expressed by a person as part of teaching, research or discussions about any subject matter which is connected with the content of a higher education course;
- c. vigorous academic debate when conducted respectfully and without violating the dignity of others or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

However, in some cases otherwise-lawful speech can amount to harassment if the time, place, and/or manner of its expression interferes disproportionately with the rights of others. For example, speech which is acceptable as part of a formal debate on a controversial topic might nonetheless constitute harassment if delivered unprompted to a student with a relevant protected characteristic in a social context.

Reasonable management/criticism of work or the commencement of internal college procedures are not within themselves a form of bullying or harassment.

Harassment and bullying can take a variety of forms. **Appendix A** sets out a non-exhaustive list of examples of such behaviours.

G. Procedure

College Procedures

Support available for members of the College community using this Procedure can be found at **Appendix B**.

Reporting

Harassment, bullying and victimisation are serious forms of misconduct. Members of the College community who consider that they have been subject to harassment, bullying or victimisation or have witnessed such behaviour may make a report. For reports relating to the behaviour of:

- a student of the College – report to the Senior Dean

⁵ Summarised from Equality Act 2010 section 27, translated into actions that might arise in a College context.

- a member of College Staff – report to the Head of HR
- a College Fellow – report to the Provost
- a guest of a student of the College – report to the Senior Dean in the first instance
- a third party – report to a Senior Manager
- an alumnus – report to the Provost

Reporting may be used as part of informal or formal procedures. For further information on the informal and formal procedures, please see the sections below.

Investigation following a Report

Where the responsible officer or manager judges a report to raise sufficient grounds for investigation, the College will investigate and if necessary take action. Any action(s) will take place under the appropriate College Procedure. For reports relating to the behaviour of:

- a student of the College – **By-Law XII A. [Student Non-Academic Disciplinary Procedure](#)**
- a member of College Staff – **Staff Disciplinary Procedure**
- a College Fellow – **[Statute XVII](#)**
- a third party – **See 'Alleged Perpetrators who are not College Employees' below**

Wherever possible, the College will be guided by the wishes of those who have been subjected to alleged harassment in determining whether or not to begin formal procedures and in general will only usually investigate if they have received a report. However, the College reserves the right to investigate in the absence of a report from the person who has been subjected to alleged harassment or where they do not wish any action to be taken in certain circumstances (for example, where the alleged behaviour indicates a risk to others in the College community).

Informal Resolution

Where appropriate and where the alleged victim wishes, reports of harassment, bullying or victimisation may be resolved informally without recourse to formal investigation or other procedures.

Informal resolution for complaints against College students

In some cases, a student who feels that they are being harassed by another student may feel able to approach the person in question to explain what conduct they find upsetting, offensive or unacceptable, and to ask that person to refrain from that behaviour. At no time should a student feel obliged to approach an alleged harasser, and the College does not wish to suggest that a student who feels that they have been harassed is responsible for rectifying the situation. Support available from the College and University for handling the case informally is detailed below.

If a member of College staff wishes to make a complaint of harassment against a student, this will normally be considered as a disciplinary issue. In the first instance, a member of staff should seek support and guidance from the Head of HR who should consult the Senior Dean and/or DSWSS as relevant.

Support available during informal action

Support is available from the following groups for advice before a student pursues informal action independently, or to assist a student in handling the case informally. All the sources of support and advice listed are also available to

students who have been accused of harassment. A student can choose to seek advice directly from a Harassment Advisor; there is no need to notify the College's Welfare Team first.

College Welfare Team

When considering informal resolution, students can seek advice from the College Welfare Team (<https://www.oriel.ox.ac.uk/life-at-oriel/living-at-oriel/health-and-welfare/>)

Actions taken by the Welfare Team may include:

- a. Having an informal conversation about the allegation.
- b. Discussing further steps of the harassment procedure.
- c. Offering an informal chat with the alleged harasser.
- d. Referring to other resources in College.

Actions taken by the Senior Dean may include:

- a. Facilitating a mediation or conciliation process between the student and the alleged harasser, if both parties agree. An experienced mediator or conciliator acceptable to both parties will normally be nominated by the Senior Dean, who may seek advice from the University's Director of Student Welfare and Support Services. The mediator or conciliator will meet with the parties separately and as soon as practicable to begin to seek a resolution. The normal expectation is that resolution would be achieved within 20 working days of the initial meetings with the parties (although this time limit may be extended by agreement). Any agreed outcome will normally be recorded in writing. All those involved in the mediation or conciliation process must maintain appropriate confidentiality.
- b. Referring a case to the University, if it transpires that the alleged harassment did in fact take place outside of the College environment and within the University environment.
- c. Ensuring that relevant members of staff within the collegiate University are informed of the case if appropriate, with the student's consent, and having due regard for obligations of confidentiality owed to others.

Support from the Welfare Team is also available to students against whom complaints of harassment have been made. Actions taken will vary depending on the case, but the support will be equivalent to that available to a student who feels that they are being harassed by another student, including referral to appropriate support services, and facilitation of a mediation or conciliation process if both parties agree. The Senior Dean will ensure that, where a complainant and a student complained against are both seeking support, they will be dealt with by different members of staff, who will maintain appropriate confidentiality.

Support from the Welfare Team is also available to students who wish to make or have made a complaint of harassment against a member of staff.

Harassment Advisor

Before taking informal action, the student could discuss the situation with a College Harassment Advisor (<https://www.oriel.ox.ac.uk/life-at-oriel/living-at->

oriel/health-and-welfare/college-harassment-advisors/). If the student does not feel comfortable contacting a College Harassment Advisor, they can contact the Harassment Line for details of another advisor (Tel. 01865 270760 or e-mail harassment.line@admin.ox.ac.uk).

Harassment Advisors will not approach the alleged harasser on behalf of an individual. Details of the role of the harassment advisor can be found here: <https://edu.admin.ox.ac.uk/harassment-advice>.

Harassment Advisors will be available to support the student throughout the process, including if they decide to move to stage 2 and make a formal complaint, and will also provide support following the outcome of any formal complaint.

Actions taken will vary depending on the case. Actions taken by the Harassment Advisor may include:

- a. Giving advice on options for ways to proceed, and helping the student to make decisions on the action they want to take;
- b. Referring the student to appropriate support services (such as the Student Counselling Service, and OUSU Student Advice Service).

Other sources of support

Other student-led sources of advice include:

- the JCR and MCR welfare representatives, which are listed on the respective websites (JCR: <https://www.orieljcr.org/committee/>) (MCR: <https://www.orielmcr.org/>)
- Peer Supporters. Please contact welfare@oriel.ox.ac.uk for a list of the College's Peer Supporters, if you are unsure.
- OUSU's Student Advice Service (advice@oxfordsu.ox.ac.uk).

In serious cases, it is likely to be appropriate to proceed directly to an investigation of the behaviour.

Informal resolution for complaints against College staff

The informal procedure may be appropriate for resolving complaints where the College member feels that the harassment is of a low level of severity and is causing them minor offence. Complaints of harassment brought by students against College staff will be dealt with, informally, under this procedure. For the support available for students during informal resolution, please see the section above.

If a staff member believe that they, or others, have been harassed, they should:

- a. Ask the person(s) creating the problem to stop, or
- b. Put their complaint in writing to the person(s) causing the problem, or
- c. Ask a friend or colleague to speak to the person(s) on their behalf, or
- d. Discuss the situation with their Tutor, the Senior Dean, a Junior Dean (for students), their Manager, or the HR department (for employees) and ask that an informal approach be made to the person(s) causing the offence.

College members are encouraged to keep a record of all incidents, actions taken to stop the harassment and also any details of any requests for assistance made.

If informal resolution is unsuccessful, a Report should be made in line with the Procedure above.

Alleged Perpetrators who are not College Employees

This procedure is designed to be used where employees or students suffer bullying and harassment by third parties (e.g. visitors, guests, contractors).

Line Managers or another suitable senior member e.g. Fellow, must inform the alleged perpetrators that such behaviour is unacceptable, may be illegal or in breach of their tenancy, service or other agreement and that continuation of such behaviour will result in action being taken. This could lead to the withdrawal of certain services or limited contract arrangements being out in place.

If the complainant does not wish the matter to be taken further, a note should be made of it so that it can be used in case of further incidents or the complainant changing their mind.

There will be occasions where the allegations are so serious and the evidence so strong that the College needs to carry out an investigation and take any necessary action despite the wishes of the complainant not to cooperate.

Where harassment by a third party has been reported, the line manager or another suitable senior member e.g. Fellow, should inform the Treasurer and, if appropriate, the alleged perpetrator's place of work. Additionally, appropriate steps must be taken to protect the employee and ensure that their physical and mental wellbeing is considered.

Potentially criminal misconduct

This Procedure may not be applicable where the allegations are of behaviours that may attract criminal sanction. This would include, but not be limited to, cases of serious assault or threat of assault. The responsible officer or manager will decide which procedure is appropriate.

Precautionary Measures

Where necessary, the College may also implement precautionary measures to ensure the safety of those involved or others on the College site. These may include (but are not limited to) precautionary measures under the [Safeguarding Policy](#) or suspension or action short of suspension under the relevant disciplinary procedure.

Complaints

A member of the College community who is dissatisfied with the College's actions regarding a report of alleged harassment, bullying or victimisation may make a complaint.

Students can make a complaint under the [Student Complaints Procedure](#). They may also be able to appeal the decision using Conference of Colleges Appeals Tribunal if applicable or, if they have exhausted all mechanisms of appeal within College, apply to the Office of the Independent Adjudicator for Higher Education (OIA) for a review of the case.

Employees of the College can raise a Grievance under either the **Staff Grievance Procedure** or [Statute XVII](#).

No action will be taken against someone making a report of harassment, bullying or victimisation which proves to be unfounded if the report is judged to have been made in good faith. However, if someone is deemed to have known or to have reasonably been expected to know that a report was unfounded, the allegation of harassment, bullying or victimisation may be judged to be vexatious or malicious, and disciplinary action may be taken in accordance with the relevant procedure.

Confidentiality

All parties involved in a matter (including any witnesses who may be interviewed as part of any investigation, or other members of the College community, and/or trade union representatives supporting any of the parties) should maintain the confidentiality of the process. Where possible, those involved in advising complainants should seek the consent of the individual for the onward disclosure of relevant information to those with a clear need to know. Where such consent is not forthcoming, the person entrusted with the information should make it clear that, in exceptional circumstances, it may be necessary to disclose the information.

Records

Brief records will be kept of all meetings held and actions taken in relation to the case at this stage. These records will be managed in accordance with the principles of the UK GDPR and associated data protection legislation. These include ensuring that personal data is kept accurate and up-to-date, held securely, and not kept for longer than necessary. Please see the College's **GDPR and Data Protection Policy** for further details.

University Procedures

Incidents of harassment that occur within a University context will normally be dealt with under University procedures and policy. This includes alleged harassment by students of a college other than Oriel College, in which case a report can be made to the Proctors. Advice and support on how to make a report to the Proctors can be provided for by the College Senior Dean and/or [College Harassment Advisors](#). For matters relating to a member of University staff who is not linked to the College please consult the [University Harassment Policy/Procedure](#).

H. Training and Responsibilities

Responsibilities

The Governing Body has overall responsibility for this Policy and for ensuring that the College takes all reasonable steps to promote and maintain an environment where neither harassment, bullying or victimisation is tolerated.

Responsibility for the operation and application of this Policy is delegated to the Senior Dean in respect of the conduct of student members; to the Provost in respect of the conduct of Fellows of the College; and to the Treasurer in respect of the conduct of employees of the College.

The Equality, Diversity and Inclusion Committee, reporting into the Governing Body is responsible for:

- a. overseeing the actions in respect of this Policy of those to whom responsibility under this Policy has been delegated, and;
- b. receiving assurance and reporting on the application and effectiveness of this Policy for onward reporting to Governing Body.

All members and employees of the College are responsible for familiarising themselves with and adhering to this Policy.

This Policy will be subject to regular review by the Equality and Diversity Committee (Standing Committee of Governing Body).

Training

All employees are required to complete an online IHASCO course on equality and diversity in the workplace as part of the onboarding process, which includes awareness regarding harassment and protected characteristic. Additionally, all employees are required to complete a module specifically on sexual harassment awareness.

Students are given mandatory workshops on sexual harassment and other forms of bullying and harassment as part of their fresher's week itinerary. Students who joined the College before the mandatory workshops were put in place are required to complete the University's online consent training.

I. Internal Help and Raising Concerns

Any member of the College community who feels they have been subject to harassment can contact a College Harassment Advisor for support. Details of the current College Harassment Advisors can be found on the College website (<https://www.oriel.ox.ac.uk/life-at-oriel/living-at-oriel/health-and-welfare/college-harassment-advisors/>).

Members of the University can also contact the University Harassment Advisor Network, which is also available to those against whom an allegation of harassment has been made (<https://edu.admin.ox.ac.uk/support>).

J. Consequences of Non-Observance

Any employee who is found to have committed an act of harassment or breached this policy in any other way will be subject to action under the Disciplinary Procedure (**see the College's Staff Disciplinary Procedure**), up to and including dismissal.

Any student who is found to have committed an act of harassment or breached this policy in any other way will be subject to action under the Student Handbook's **Non-Academic Disciplinary Procedures**.

K. Further Help

Staff should contact the Head of HR with any questions regarding this policy.

Students should contact the Senior Dean, or any member of the College or University's welfare team(s) with any questions.

L. Reference

This policy should be read in conjunction with the following College policies:

- **Equality, Diversity and Inclusion Policy**
- **Staff Disciplinary Procedure**
- **Statute XVII: Academic Staff**
- **By-Law XII: Student Disciplinary Procedures**
- **Student Handbook**
- **Social Media Policy**

- **Information Security Policy**
- **Acceptable Use of IT policy**
- **CCTV Code of Practice**

M. Policy Version Control Table

Version	Owner	Agreed by EDI Committee	Agreed by Governing Body	Reason for amendment	Amended by	Next scheduled review	Further notes
v.1	Head of HR	2011	2011	This is the original version.	Head of HR	2018	v.1 and v.2 were first approved by the General Purposes Committee, in the absence of the EDI Committee. All versions following this were first approved by the House Committee.
v.2	Head of HR	9 January 2019	16 January 2019	Updated to implement University recommendations.	Senior Dean and Head of HR	February 2023	
v.3	Head of HR	1 May 2024	15 May 2024	Reviewed with no substantive amends	Governance Officer and Head of HR	February 2025	v.3 was approved by Governing Body via House Committee.
v.4	Senior Dean and Head of HR	28 November 2025	3 December 2025	Legislation changes related to the prevention of sexual harassment.	Projects Officer	October 2026	Conference of Colleges template used following Workers Protection Act 2023.

N. Appendices

APPENDIX A: Examples of behaviour

This Appendix provides examples of behaviour which are not likely to amount to harassment and bullying as well as examples that *may* amount to harassment or bullying under this policy.

The following are key points to note:

- The examples of behaviour provided are illustrative only and this list is non-exhaustive.
- Those referring to this list should refer specifically to the policy in the first instance when considering if a matter falls within this policy. The policy sets out the those who the policy applies to, the different means by which the behaviour can take place and other factors that will be taken into account such as the intention of the alleged perpetrator and the perception (and the reasonableness of that perception) of the alleged victim.
- Help, support and guidance can be sought from a variety of sources to assist in determining if a matter falls within the Policy (see Appendix B) for further information.

Examples of behaviour that would *not* amount to harassment or bullying:

The following are unlikely to fall within this policy:

- Receiving constructive and reasonable criticism from your line manager.
- Reasonable criticism by a tutor (or another student in a tutorial context) of a student's work.
- The commencement of an internal college procedure e.g. student or staff disciplinary.

Examples of behaviour that *may* amount to harassment:

Repeated behaviour:

- Repeatedly making unwanted calls, messages, or emails.
- Sending a threatening message to more than one person.
- Repeatedly sending someone threats of violence or harm.
- Following or watching someone repeatedly, in person or online.
- Repeatedly sending graphic content, such as violent or hateful images, to someone.

Related to protected characteristics:

- Jokes or derogatory comments about someone's disability.
- Verbal and physical threats, or intimidating behaviour linked, for example, to gender reassignment, sex or sexual orientation.
- Sending memes mocking another person's religion to that person.
- Repeatedly questioning an individual's qualifications or right to be on a course or in a position at work based on aspects of their background, such as their gender, ethnic or racial identity.
- Consistently excluding someone from group work due to perceived religious, cultural, or gender differences.

Sexual:

- Standing unnecessarily close to someone or staring at them in a way that feels uncomfortable or intimidating.
- Sending unwanted sexual messages that are humiliating, disrespectful or aggressive.

- Displaying or sharing pornographic or sexual images, or other sexual content.
- Making repeated sexual comments about someone's body or appearance.
- Unwanted physical contact, for example, placing a hand on someone's thigh, lower back, or shoulder.

Less favourable treatment:

- Less favourable treatment could include, for example, being excluded, criticised or ignored e.g: Excluding someone from normal work or study related conversations after they have previously rejected an unwanted sexual advance.

Examples of behaviour that *may* amount to bullying:

- Constantly putting someone down and giving them unfair criticism in a work or study setting.
- Excluding someone from events or study groups.
- Putting humiliating, offensive or threatening comments or photos on social media.
- Mocking someone because of their socio-economic background.

APPENDIX B: Examples of support and advice available

The following provides examples of sources of support and advice available to members of the College community. Support and advice are available to:

- Those who feel they have been subjected to harassment, bullying or victimisation;
- Those who have witnessed harassment, bullying or victimisation;
- Those who are the subject of an allegation of harassment, bullying or victimisation

Support is available to:

- Provide support and advice on the options available;
- Provide welfare support

Advice & Support for Students:

If you feel you have experienced harassment, bullying or victimisation there are a number of people who are available to help and assist you by clarifying the options open to you assisting you throughout the resolution of your concerns, whether formally or informally:

College Tutors, College Welfare Advisors, Harassment Advisors and Dean

- For someone who can listen to concerns, signpost formal or informal routes to resolution and signpost to welfare support contact:
 - Senior Dean - Dominic Alonzi, senior.dean@oriel.ox.ac.uk
 - Welfare Deans – Paul Yeller and Ishbel Henderson, welfare@oriel.ox.ac.uk
 - Chaplain – Robert Wainwright, Robert.wainwright@oriel.ox.ac.uk
 - College Harassment Advisors: <https://www.oriel.ox.ac.uk/life-at-oriel/living-at-oriel/health-and-welfare/college-harassment-advisors/>
- For welfare support as well as referrals to the University or external sources of welfare advice and support contact: Academic Registrar – Joseph Cole, academic.registrar@oriel.ox.ac.uk
- For advice on how to make a formal complaint under the College's Procedure or under the University Procedure (if the person complained about is from another college) contact: Senior Dean – Dominic Alonzi, senior.dean@oriel.ox.ac.uk

Peer Support

- In addition to the above there are options for informal discussion with the following:

[Peer Support](#)

This link to the University Website provides information on how peer support at Oxford works and how you can contact and find different peer supports be that college, departmental, divisional as well as coffee ambassadors, peers of colour, rainbow peers, peers of faith and disability diversity peers.

[Oxford SU Student Advice Service](#)

Advice and information service exclusively available to Oxford Students

University Harassment Advisors Network

[Harassment Advisor Network | Equality and Diversity Unit](#)

Oxford University Counselling Service

- [Oxford University Counselling Service](#)

University Sexual Harassment Advice & Support Service

- [Oxford University Sexual Harassment & Violence Support Service](#)
A safe space to be heard, with advisors offering free support and advice to any current student impacted by sexual harassment or violence.
- [The University ISVA Service](#)
Independent of a student's college or department. Can support as an advocate if reporting sexual violence to their college, the Proctors Office or police. Information on the criminal justice process as well as support.

External Resources

- [Further Support | University of Oxford](#)
A number of organisations locally and nationally providing specialist support to individuals affected by sexual harassment.

Advice & Support for Staff:

Non-Academic Staff who feel they have been harassed, bullied or victimised can raise this/seek advice from:

- Line Manager
- Head of HR – Nina Thompson, hr.manager@oriel.ox.ac.uk
- Treasurer – Margaret Jones, treasurer@oriel.ox.ac.uk

Academic Staff who feel they have been harassed, bullied or victimised can raise this/seek advice from:

- Senior Tutor – John Huber, senior.tutor@oriel.ox.ac.uk
- Head of HR – Nina Thompson, hr.manager@oriel.ox.ac.uk
- Provost – Neil Mendoza, provost@oriel.ox.ac.uk

University Harassment Advisors Network

[Harassment Advisor Network | Equality and Diversity Unit](#)

A network for staff who feel they have been harassed or bullied. Use this to locate your local advisor.

External Resources

- [Further Support | University of Oxford](#)
A number of organisations locally and nationally providing specialist support to individuals affected by sexual harassment.

Information and training on bystander intervention and how to support others safely. No formal steps are needed to speak with someone. [Responsible Bystander | Equality and Diversity Unit](#)

Accused of harassment/bullying/victimisation:

The above resources are all available as well for those accused of harassment, bullying or victimisation.

See also:

[University Reported Student Support](#)

A confidential specialist support service for students who are subject to an allegation of harassment or sexual misconduct.

NOTE: if both the reporter and the subject of a report both seek welfare support and advice the welfare team/human resource lead will make sure that an advisor is available for both people and that confidentiality is preserved.