



Bullying, Harassment and Sexual Misconduct Policy

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Bullying, Harassment and Sexual Misconduct Policy

It is the policy of The London College London to prohibit bullying or harassment of any employee or student by another person (employee, student or visitor). The purpose of this policy is to provide a workplace that is free from bullying and unlawful harassment in any form, including harassment based on gender, unwelcome sexual advances, verbal, visual or physical conduct of a sexual nature, such as uninvited touching or sexually explicit materials such as pictures, books, posters and the like.

In enforcing this policy the College uses the following definitions:

- 1. Bullying** is repeated offensive, intimidating, malicious or insulting behaviour, and/or an abuse or misuse of power that is meant to undermine, humiliate, or injure another person.
- 2. Harassment** is single or repeated incidents involving unwanted or unwarranted conduct towards another person which it is reasonable to think would have the effect of (i) violating that other's dignity or (ii) creating an intimidating, hostile, degrading, humiliating, or offensive environment for that other. Harassment may be verbal, psychological, or physical, in

person or via a virtual platform, or through other methods of contact. Harassment may occur in the course of an academic, sporting, social, cultural, or other activity either within the premises of the College or elsewhere in the context of a person's affiliation with the College, or in circumstances where the victim of the harassment is a member, officer, or employee of the College.

3. **Racial Harassment** is an incident, or a series of incidents intended or likely to intimidate, offend or harm an individual or group because of their ethnic origin, colour, race, religion, or nationality.
4. **Sexual misconduct** is a form of harassment, namely unacceptable behaviour of a sexual nature. Sexual misconduct includes the following, whether or not within a sexual or romantic relationship, including where consent to some form of sexual activity has been given and then withdrawn, or if consent has been given on previous occasions:
 - sexual intercourse or engaging in a sexual act without consent
 - attempting to engage in sexual intercourse or engaging in a sexual act without consent;
 - sharing private sexual materials of another person without consent;
 - kissing without consent;
 - touching inappropriately through clothes without consent;
 - inappropriately showing sexual organs to another person;
 - repeatedly following another person without good reason;
 - making unwanted remarks of a sexual nature.
5. **Victimisation** is subjecting a person to a detriment because they have, in good faith, complained (whether formally or otherwise) that someone has been bullying or harassing them or someone else, or supported someone to make a complaint or given evidence in relation to a complaint.
6. **Micro aggressions** are commonplace behaviours that signal, intentionally or unintentionally, to someone from an under-represented group and/or a group perceived to have less power, which they do not belong, or they are not welcome.
7. **Online harassment** may take the form of intimidating, offensive, or graphic posts on social media sites or chat rooms, or communications by email, text, or instant messaging.

In any instance where an allegation of harassment and/or sexual misconduct is brought to the attention of the College, that allegation will be investigated under the appropriate disciplinary procedure. Any employee or student found to be in violation of this policy may receive disciplinary action up to and including summary dismissal if applicable.