

HARRASSMENT AND RESPECT STATEMENT

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1. OUR COMMITMENT

The College is committed to providing a safe, respectful, inclusive, and supportive environment for everyone who works, studies, visits or engages with us. Harassment, bullying, victimisation, and discrimination are unacceptable and will not be tolerated. Our commitment applies to everyone within the College community, including staff, students, contractors, suppliers, visitors, customers, partners, and members of the public.

2. HARASSMENT, INCLUDING THIRD-PARTY HARASSMENT

The College takes a zero-tolerance approach to harassment, including harassment by people who are not employed by or studying at the College. This may include contractors, suppliers, customers, visitors, members of the public or other third parties. Harassment can take many forms, including unwanted conduct relating to a protected characteristic, sexual harassment, or other behaviour that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

The College will take all reasonable and proportionate steps to prevent harassment, respond appropriately when concerns are raised, and protect those affected. Where concerns are substantiated, the College will take appropriate action. Depending on the circumstances, this may include disciplinary or other formal action, restricting access to the College premises or services, removing individuals from the College premises, taking action under contractual arrangements, or referring matters to external authorities where appropriate.

3. OUR SHARED RESPONSIBILITY

Respect is everyone's responsibility. Everyone who engages with the College has the right to be treated with dignity and respect, and everyone has a responsibility to contribute to an environment where harassment and unacceptable behaviour are not tolerated.

The College will continue to take action to prevent harassment, protect our community and promote a culture of dignity, respect, and inclusion.

4. REPORTING CONCERNS

Everyone has the right to raise concerns about harassment without fear of victimisation or retaliation. If you experience or witness harassment, we encourage you to report it at the earliest opportunity. Concerns will be treated seriously and handled sensitively, fairly and in accordance with the College's policies, procedures, and legal responsibilities.

Appropriate support will be offered to those affected.

To report a concern, email – talk2hr@waltham.ac.uk.