

Policy on Bullying and Harassment

This policy applies to all junior members of Peterhouse. It complements the College's existing policy on Sexual and Racial Harassment.

Peterhouse is committed to providing a safe and supportive learning environment for all junior members. A safe and supportive learning environment is one which is free from all forms of bullying, intimidation, harassment and discrimination.

For the purposes of this policy, bullying and intimidation are defined as persistent, offensive abusive or intimidating behaviour against an individual, resulting in them feeling threatened, humiliated or vulnerable. Bullying and intimidation may undermine an individual's self-confidence and cause them to suffer stress.

For the purposes of this policy, harassment and discrimination are defined as persistent, offensive, abusive or intimidating behaviour against an individual, which is focused on their sex, racial or ethnic origin, sexual orientation, disability, religious or political beliefs, physical appearance or gender identity.

Peterhouse should be a place where all junior members can feel personally safe, and be free from all forms of intimidation and/or victimisation. Bullying, intimidation, harassment and discrimination will not be tolerated within the College. The College will take complaints of harassment or bullying seriously, and will deal with all such complaints promptly and fairly.

Procedure

A complaint of bullying or harassment should be made either to a Tutor or to the Senior Tutor. All such complaints will be handled in line with the Junior Members Complaints Procedure. Complaints will be treated with respect and sensitivity. Confidentiality will be respected to the extent that is possible to do so, whilst also dealing with the complaint.

If an incident of bullying or harassment has been made known to another party such as CUSU or a Welfare Officer of the Sexcentenary club, it may be reported by them to a Tutor or the Senior Tutor. In such a case, the Tutor or Senior Tutor will speak to the person who experienced the bullying or harassment, before taking the matter any further. The decision to invoke the Junior Members Complaints procedure does not preclude an individual from pursuing their complaint more formally with an external authority such as the Police.

SWPH
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