

Title:	Harassment and Sexual Misconduct- Code of Conduct for Students, Staff and Visitors
Policy Number:	P055
Approval Date & Version:	Ver. 0.4
Approved by:	To be approved by Academic Board (AB) on 23.3.2022
Next Review Date:	January 2024

The College is committed to providing an environment that is free from discrimination and affirms the right of all members to be treated with dignity and respect. The College will not tolerate harassment of one member of its community by another nor sexual misconduct. The College takes allegations of harassment and sexual misconduct very seriously and may take action, including disciplinary action, in response to a complaint from a student or staff member.

The College defines harassment as 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.

Under this Code of Conduct unacceptable behaviour, whether intentional or not, can take a variety of different forms. The following descriptions are not exhaustive, but give an indication of the types of behaviour which the College considers to be unacceptable:

- making sexually offensive comments about dress or appearance;
- the display or distribution of sexually explicit material, or demands for sexual favours;
- engaging in harassment on the grounds of a person's sexuality (or assumptions about a person's sexuality) including making derogatory homophobic, transphobic, or biphobic remarks or jokes aimed at a particular person, offensive comments relating to a person's sexuality, refusal to acknowledge a person's gender or identity, or threats to disclose a person's sexuality to others;
- making offensive references to a person's race, ethnicity, skin colour, religion or nationality, dress, culture, background or customs which have the effect of ridiculing or undermining an individual or fostering hatred and/or prejudice towards individuals or particular groups;
- ignoring, disparaging, or ridiculing a person because of mistaken assumptions about their capabilities, or making offensive reference to an individual's appearance, in the context of their disability;

- controlling or coercive behaviour, such as pressure to subscribe to a particular political or religious belief.

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.

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.

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.

Annexed to this code of conduct is the *'Harassment and Sexual Misconduct Reporting Process for Students, Staff and Visitors'* and the relevant following forms:

1. Harassment and Sexual Misconduct: Anonymous Reporting Form
2. Harassment and Sexual Misconduct Reporting Form
3. Harassment and Sexual Misconduct Concern Form