

Appendix A: General Information about sexual violence and sexual harassment

Sexual violence is any unwanted or uninvited sexual act or activity. There are many different types of sexual violence and they include but are not limited to: rape, sexual assault, sexual harassment, coercion, gas lighting, forced marriage, so-called honour-based violence and ritual abuse, child sexual abuse, female genital mutilation, trafficking and sexual exploitation. Sexual violence can be psychological and/or physical. For a definition of these incidents, see glossary below.

Sexual Harassment describes a range of words, behaviors or conduct of a sexual nature that is unwanted and uninvited. It is often intended to or has the effect of creating an intimidating, degrading, humiliating or offensive impact and is an abuse of personal or institutional power. It is often based on a person's gender although rarely about sexual desire.

It can be physical ranging from unwanted touching, groping or the invasion of personal space to sexual assault, rape or indecent exposure. It may also be verbal and may include unwanted personal comments, catcalling, belittling, suggestive, lewd or abusive remarks, or sexual slurs, explicit 'jokes' or innuendo, and compromising invitations, including demands for sexual favours.

Sexual harassment does not necessarily occur face to face and can be in the form of emails, visual images (such as sexually explicit pictures on walls in a shared environment), social media, telephone, text messages and image-based sexual abuse such as revenge porn and up-skirting. It may be perpetrated knowingly or unknowingly by anyone, towards anyone, regardless of gender or sexual orientation.

The limit of what and how much behaviour is acceptable is up to the recipient to decide. A single incident and / or persistent behaviour can both amount to harassment.

Consent is providing permission for something to happen or agreeing to do something with a full understanding of the facts and without coercion.

In cases of sexual activity, consent cannot be presumed but must be explicitly given each time verbally or non-verbally. Consent cannot be deemed to have been given if it is provided under pressure such as fear of violence or assessment of their studies or blackmail, or in situations where someone is not capable of providing it such as when they are drunk or under the influence of drugs, asleep or unconscious or physically or mentally are unable to make a choice and understand the consequences. Consent can be withdrawn at any time.

Glossary of different types of sexual violence and sexual harassment

This is not intended as an exhaustive list of all types of sexual violence and sexual harassment incidents.

Child sexual abuse	Child sexual abuse is a form of child abuse in which an adult or a young person uses a child for sexual stimulation. Types of child sexual abuse include engaging in sexual activities with a child (whether by asking or pressuring, or by other means), indecent exposure), child grooming, child sexual exploitation or using a child to produce child pornography.
Coercion	The intimidation of an individual to compel them to do some act against their will by the use of psychological pressure, physical force, or threats.
Doxxing	This is the internet based practice of researching e.g. through social media websites and broadcasting private or identifying information about an individual or organisation. It can be carried out for various reasons including inflicting harm, coercion and harassment.
Female genital mutilation	Female genital mutilation is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done. It is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It's illegal in the UK and is child abuse.
Forced marriage	A forced marriage is where one or both individuals do not (or in cases of people with learning disabilities or reduced capacity, cannot) consent to the marriage as they are pressurised, or abuse is used, to force them to do so. It could be physical – for example, threats, physical violence or sexual violence, emotional and psychological – for example, making someone feel like they are bringing 'shame' on their family. It is recognised in the UK as a form of domestic or child abuse and a serious abuse of human rights.
Gaslighting	An elaborate and insidious technique of deception and psychological manipulation, usually practiced by an individual towards another over an extended period.
Honour based violence	Honour based violence is a term used to describe violence committed within the context of the extended family which are motivated by a perceived need to restore standing within the community, which is presumed to have been lost through the behaviour of the victim. Most individuals affected are women or girls, although men may also be at risk.

Indecent exposure	Indecent exposure is the deliberate exposure in public or in view of the general public by a person of a portion or portions of his or her body, in circumstances where the exposure is contrary to local moral or other standards of appropriate behaviour.
Rape	Rape is a type of sexual assault usually involving sexual intercourse or other forms of sexual penetration carried out against an individual without their consent. It can be carried out by physical force, coercion, abuse of authority, or against a person who is incapable of giving valid consent such as an individual who is unconscious, incapacitated, has a learning disability or is below the legal age of consent.
Revenge porn	Revenge porn is the distribution of sexually explicit images or videos of an individual without their permission. The sexually explicit images or videos may be made by a partner of an intimate relationship with or without the knowledge and consent of the subject. The uploading or possession of the material may be used by the perpetrator to blackmail the individual into performing other sex acts, to coerce them into continuing the relationship, or to punish them for ending the relationship.
Ritual abuse	Any form of physical, sexual or psychological mistreatment of an individual or group of individuals as part of a religious, cult, or secular ritual that involves the use of ritual. This type of abuse is often systematic and long-lasting.
Sexual assault	Sexual assault is an act in which an individual intentionally sexually touches another individual without their consent, or coerces or physically forces somebody to engage in a sexual act against their will. It is a form of sexual violence which includes rape, groping, child sexual abuse or the torture of an individual in a sexual manner.
Sexual exploitation	Sexual exploitation means taking the advantage of sexuality and attractiveness of an individual to make a personal gain or profit. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes.
Stealthing	Stealthing or non-consensual condom removal, is the practice of a man covertly removing or damaging a condom during sexual intercourse, when his sex partner has only consented to condom-protected sex. Such behaviour may be regarded as sexual assault or rape and is a form of reproductive coercion.
Trafficking	Human trafficking is the trade in humans for various purposes including sexual slavery and commercial sexual exploitation for the trafficker or other. It can include the provision of a spouse in the context of a forced marriage,

	and often targets women and children although not always.
Upskirting	Upskirting is the practice of taking photographs without permission under a woman's skirt or man's kilt capturing an image of the crotch area, underwear, and sometimes genitalia. It could comprise a photograph, a video or an illustration.

Note: a new online harassment policy will be developed in the next months which will include more details on online sexual violence and sexual harassment.

Legislation

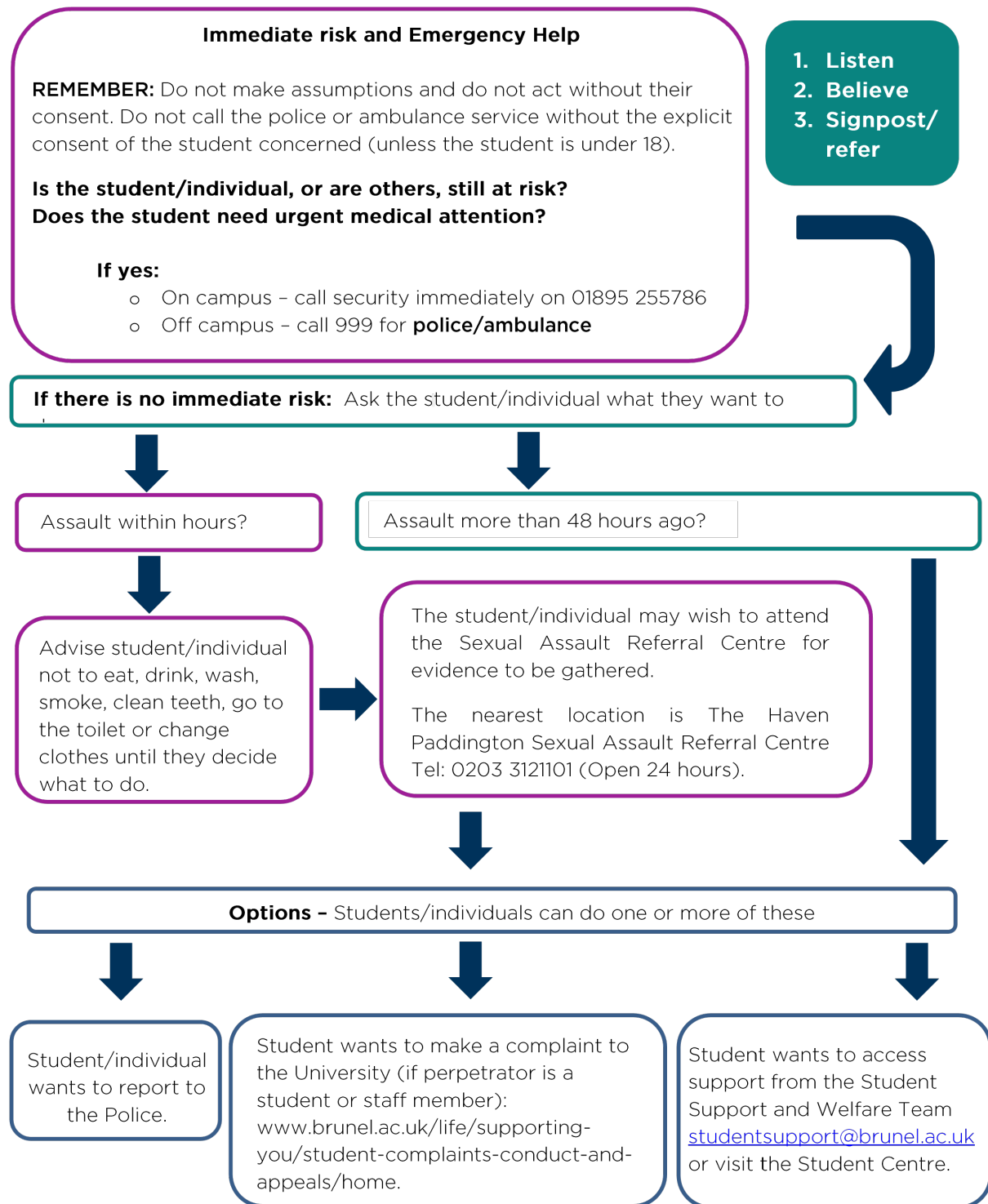
As well as the equality legislation, other key legislation that provides protection under this policy includes:

- The Protection from Harassment Act 1997 – pursue a course of conduct which amounts to harassment which includes the offence of stalking
- Criminal Justice Act – harassment can be a criminal offence and give rise to a civil claim
- Health and Safety Act 1974 – the provision of a safe working environment
- Criminal Justice and Public Order Act 1995 – anti-social and criminal behaviour including matters such as obscene communications
- Human Rights Act 1998 - sets out the fundamental rights and freedoms that everyone in the UK is entitled to
- Telecommunications Act 1984 – improper use of public telecommunications system, such as sending messages that are grossly offensive, indecent, menacing or knowing false
- Malicious Communications Act 1998 – sending communications which conveys indecent or grossly offensive, threatening or information that is known to be false.

Appendix B Flowchart signposting / accessing support for students

STUDENT SERVICES
supporting you

Responding to Sexual Violence Care Pathway



Guidance for Staff Receiving Disclosure

- **CLEAR:** never promise absolute confidentiality. If there is risk of harm to the student or others, you would have to break this.
- **SAFE:** take the student to a warm, quiet, safe space – where you will not be interrupted – after first informing a colleague.
- **REPORT:** You may feel that the police should be called, especially if the student is harmed, but this is not your choice unless there is obvious risk to the student or others.
- **ACCOMPANY:** if the student is accompanied, check this person is still welcome. Would the student prefer to speak to someone of a different gender?
- **LISTEN:** listen to the student without overreacting or asking questions – your role is to support – not to investigate or to counsel at this stage. Any suspicion of coaching/influencing/interpreting their account can be detrimental to a future case.
- **TIME:** allow them time to talk. Concentrate on what they are saying, not on what you are going to say/do.
- **Notes:** either during your conversation, or immediately afterwards, write down the facts that have been provided. Do not include opinion. Ask the student, if possible, to agree to any notes. With the students consent, forward these notes to the Student Services and Welfare Team.
- **OPTIONS:** make it clear to the student that they do not have to disclose their circumstances to the police.
- **SUPPORT:** advise the student that they can receive support from the University even if they do not want to pursue formal complaint processes.

If you would like further advice from the Student Support and Welfare Team you can contact them by:



67045



studentsupport@brunel.ac.uk



Student Centre (Howell Building)⁶

Appendix C Flow chart signposting / accessing support for employees

Responding to Sexual Violence Care Pathway

Immediate risk and Emergency Help

REMEMBER: Do not make assumptions and do not act without their consent. Do not call the police or ambulance service without the explicit consent of the colleague concerned (unless the colleague is under 18).

Is the colleague, or are others, still at risk?
Does the colleague need urgent medical attention?

If yes:

- On campus – call security immediately on 01895 255786
- Off campus – call 999 for police/ambulance

1. Listen
2. Believe
3. Signpost/Refer

If there is no immediate risk: Ask the colleague what they want to do.

Assault within hours?

Assault more than 48 hours ago?

Advise the colleague not to eat, drink, wash, smoke, clean teeth, go to the toilet or change clothes until they decide what to do.

The colleague may wish to attend the Sexual Assault Referral Centre for evidence to be gathered.

The nearest location to Brunel is The Haven Paddington Sexual Assault Referral Centre Tel: 0203 3121101 (Open 24 hours) - depending where they live, there may be a Haven nearer.

Options – colleagues can do one or more of these. If colleague decides not to report. No action will be taken by the University. Support should be offered.

Colleague wants to report to the Police.

Colleague wants to make a complaint to the University via its HR complaints procedure if perpetrator was another colleague or student.

Colleague wishes to seek support from HR and/or the Employee Assistance Programme.

Disclosure

- **CLEAR:** never promise absolute confidentiality. If there is risk of harm to the colleague or others, you would have to break this.
- **SAFE:** take the colleague to a warm, quiet, safe space – where you will not be interrupted – after first informing a colleague.
- **REPORT:** You may feel that the police should be called, especially if the colleague is harmed, but this is not your choice unless there is obvious risk to the colleague or others.
- **ACCOMPANY:** if the colleague is accompanied, check this person is still welcome. Would the colleague prefer to speak to someone of a different gender?
- **LISTEN:** listen to the colleague without overreacting or asking questions – your role is to support – not to investigate or to counsel at this stage. Any suspicion of coaching/influencing/interpreting their account can be detrimental to a future case.
- **TIME:** allow them time to talk. Concentrate on what they are saying, not on what you are going to say/do.
- **Notes:** either during your conversation, or immediately afterwards, write down the facts that have been provided. Do not include opinion. Ask the colleague, if possible, to agree to any notes. With the colleague's consent, forward these notes to HR.
- **OPTIONS:** make it clear to the colleague that they do not have to disclose their circumstances to the police.
- **SUPPORT:** advise the colleague that they can receive support from the University even if they do not want to pursue formal complaint processes.

If you would like further advice from the Human Resources Team you can contact them by:



hr.equality@brunel.ac.uk or <https://intra.brunel.ac.uk/s/hr/AHA>



Third floor of the Eastern Gateway
Building

Appendix D: External support agencies who provide help and support

The lists of useful contacts given below is correct at the time of writing (September 2019). Please check the web for up-to-date contact information. Please note that Brunel University London does not endorse or take responsibility for the information provided by external organisations.

External Services

Equality and Human Rights Commission is the statutory body responsible for protecting, enforcing and promoting equality across nine protected characteristics — age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation — www.equalityhumanrights.com

National Union of Students represents students across the UK to shape the future of education and create a better world. They promote, defend and extend student rights and fight discrimination, isolation and injustice including sexual violence and sexual harassment. For more information – see <https://www.nus.org.uk/>.

Universities UK is the collective voice of Universities in the UK which helps to maintain the world-leading strength of the UK university sector. They support and promote life-changing opportunities for people of all ages and backgrounds at every university, free from harassment and bullying. For more information see - <https://www.universitiesuk.ac.uk/>.

Specialist Agencies

The Haven Paddington Sexual Assault Referral Centre is a specialist centre for people who have been raped or sexually assaulted. They provide forensic medical examinations, counselling, tests and treatments. They are open 24/7. Call 020 33121101.

Hillingdon Women's Centre provides support to vulnerable women on a range of issues including sexual assault. They provide counselling, legal services, a refuge and empowerment. Email: info@hillingdonwomenscentre.org or call 01895 259 578.

Samaritans provides free confidential emotional support 24/7 to those experiencing despair, distress or suicidal feelings. Call: 116 123 or email: jo@samaritans.org.

Survivors UK provides specialist services and awareness raising activities to support boys and men who have been raped and sexually abused. For more information see - <https://www.survivorsuk.org/>.

Victim Support provides free confidential support to those affected by crime including sexual violence and sexual harassment. Call for free on 0808 1689111 or request support online via www.victimsupport.org.uk.