



Document record		
Maintained by	Equity Team	
Approved by	HR & Equity Committee	Date: 15 October 2025
	UESEC	Date: 05 November 2025

Version control		
Date published	November 2025	
Date to be reviewed	November 2028	

Sexual Violence and Sexual Harassment Policy

Brunel University of London Sexual Violence and Sexual Harassment Policy

Introduction

Brunel University London is committed to providing a safe and respectful environment where the whole community is able to study, work, research and live free from any form of sexual violence and sexual harassment. The University takes any incidents of sexual violence or sexual harassment very seriously and is committed to handling all reports sensitively, effectively and in a timely manner. Brunel will provide emotional support to you if you have been impacted by sexual violence.

Scope

This policy applies to all members of the University including current students, colleagues, apprentices, doctoral researchers, research colleagues, contractors, suppliers and visitors. Sexual violence and sexual harassment are not permitted in the University community, face-to-face or online and everyone is expected to treat all members of the community with dignity and respect.

This policy sets out the procedures for reporting incidents and provides support and guidance in cases of sexual violence or sexual harassment. It applies across a range of settings, including learning and working environments, accommodation, social activities, and both on and off campus where the incident is connected to university-related activities such as accommodation, work placements, trips, and internships, or other officially sanctioned events.

The University acknowledges that individuals from disadvantaged and marginalised groups may face increased vulnerability to sexual violence and sexual harassment. Those with intersecting identities, including, but not limited to, race, gender, disability, sexual orientation (LGBTQ+), and religion, may require additional or tailored support to meet their specific needs

If you experience sexual violence or sexual harassment, the University encourages you to report the incident at the earliest opportunity. However, there is absolutely no obligation to do so and your decision, whether to report it or not, will be fully respected and supported.

This policy forms part of the University's suite of policies on bullying and harassment, sexual misconduct and abuse. For information and guidance on how to seek support or report an incident, please consult the following policies/support:

- Bullying and Harassment Policy for students - [Student Bullying and Harassment Policy Final August 2025](#)
- the [Dignity at Work Policy](#) for employees
- [Brunel Online Harassment Policy](#)
- [Harassment and sexual misconduct support | Brunel University of London](#)

Policy Statement

Brunel University of London commits to ensuring the following:

- To create a culture free from sexual violence and sexual harassment where the whole community feels safe, respected and included, and where everyone is expected to behave with dignity and mutual respect.
- To raise awareness across the University community about this policy, including what constitutes unacceptable behaviours and the standard of conduct expected from all members, and to provide regular awareness sessions and training to help colleagues and students understand what sexual violence and harassment are under this policy, how to report any concerns or incidents, and how to access appropriate support.
- To establish a clear behavioural framework which sets out what behaviours are acceptable, with emphasis on consent, understanding boundaries, and a culture that encourages challenging and calling out unacceptable behaviour. For students, refer to the [Student Code of Conduct](#).
- Not tolerate any form of sexual violence or sexual harassment. These behaviours are considered serious disciplinary offences and will be addressed in accordance with [Senate Regulation 6](#) for students or the [University's Disciplinary Policy and Procedures for Colleagues](#) as appropriate.
- To ensure that all members of the community know how to report incidents, access support, and take appropriate action when sexual violence or harassment occurs.
- To handle and respond to all allegations of sexual violence and/or sexual harassment seriously, sensitively and fairly, with appropriate confidentiality. Investigations will be conducted promptly and fairly, with due regard to the rights of all individuals involved, including those against whom an allegation has been made. Consideration will be given to relevant protected characteristics as defined by the Equality Act 2010.
- To meet the University's statutory and regulatory obligations by taking all reasonable steps to prevent and eliminate sexual violence and sexual harassment, and by addressing any unacceptable behaviours promptly to prevent escalation.
- To provide a safe and welcoming environment — both physical and online — across all University spaces, including departments, services, facilities and outdoor areas on campus.
- To monitor and review incidents on an annual basis, with oversight by Student Welfare and/or the EDI team as appropriate, and to provide an annual report to Senate and/or the HR/Equity Committee, identifying any trends, areas of concern, and actions required.
- As set out in the university's [Freedom of Speech Statement](#), nothing in this policy shall be used as justification for restricting lawful freedom of expression.
- All members of the University will be made aware of the [Single Comprehensive Source of Information](#) (SCSI) relating to incidents of harassment and sexual misconduct to comply with the Office for Students'

Key definitions related to sexual violence and sexual harassment

Sexual violence is any unwanted or uninvited sexual act or activity e.g. rape, stalking, forced marriage. There are many different types of sexual violence and these can be psychological and / or physical.

Harassment is defined as:

Harassment, including sexual harassment, includes unwanted behaviour or conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment because of, or connected to, one or more of the following protected characteristics: age; disability; gender reassignment; race; religion or belief; sex; and sexual orientation.' (As defined in section 26 of the Equality Act 2010).

In the context of section 26 of the Equality Act 2010, to decide whether conduct amounts to unlawful 'harassment,' the following matters are considered:

- the perception of the person who is at the receiving end of conduct;
- the other circumstances of the case; and
- whether it is reasonable for the conduct to have the effect under scrutiny.

and

“a course of conduct conducted on at least two occasions that harasses one other person, or a course of conduct that harasses two or more persons at least once each. References to harassing a person include alarming the person or causing the person distress.’ (As defined in [section 1 of the Protection from Harassment Act 1997](#)).

Under this definition, an offence is only committed if:

- the person knows the conduct amounts to harassment of the other, or
- a reasonable person in possession of the same information would think the course of conduct amounted to harassment of the other person.

Sexual misconduct is defined as any unwanted or attempted unwanted conduct of a sexual nature. This includes, but is not limited to:

- sexual harassment
- sexual assault; and
- rape

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

For more information on the definitions, see [Appendix A](#).

This policy recognises the requirements of the Equality Act 2010 which provides protection for everyone from unlawful discrimination, and harassment on the grounds of the nine protected characteristics of age, race, religion or belief, sex, sexual orientation, pregnancy & maternity, marriage & civil partnership, disability, gender and gender reassignment.

Experiences of sexual violence and sexual harassment may intersect with other forms of discrimination and harassment.

Individuals are also protected from harassment not only in relation to themselves as an individual, but also on the grounds that they are associated with someone else with a protected characteristic or that someone perceives wrongly that another person does or does not have a protected characteristic.

Nothing in this policy prevents anyone experiencing sexual violence or sexual harassment from exercising their legal rights. The University will engage with external investigations by the police and other enforcement bodies as appropriate and necessary.

Getting support

It is important that anyone affected by sexual violence or sexual harassment seeks support as soon as possible if they feel that would be helpful to them. Further information can be found at: [Harassment and sexual misconduct support | Brunel University of London](#)

If you are a student, you can get help and support from the Student Welfare Team, access [report and support](#), phone 01895 267045 or email studentsupport@brunel.ac.uk. You can also contact the SVLO (Sexual Violence Liaison Officer) within the Security team, and reach them by visiting our [sexual violence, harassment and abuse support web pages](#) or calling 01895 255 786

If you are a colleague, you can get help and support from Human Resources and/or the Employee Assistance Programme – Call 0808 168 2143 or visit [Care First Lifestyle](#) quoting 'brunel' as your username and 'employee' as your password.

Students and colleagues can also seek support from a number of external which can be found in [Appendix C](#)

Supporting an individual who discloses an incident of sexual violence or sexual harassment

The primary consideration is that any individual who experiences sexual violence or sexual harassment should be encouraged to report the incident and seek support at the earliest opportunity. However, no individual should be pressured to make a report if they do not feel comfortable doing so, and their decision must be fully respected.

Sharing an incident of sexual violence or sexual harassment can be very distressing and the way and to whom an individual chooses to do so will vary depending on a range of factors, including who they feel comfortable with and how sensitive they feel the issue is.

In addition, a colleague, another student or a visitor may observe an incident of sexual violence or sexual harassment and be unsure how to intervene.

If someone shares an incident of sexual violence and / or harassment that they have experienced, it is best to respond in the following way:

- Reply in good faith on the basis that they are telling the truth.
- Do not make any assumptions - there are many myths within society that lead to victim blaming and it is best to listen non-judgementally.
- Direct them to specialist services either on or off campus.
- Do not act without their consent unless the individual or others are still at risk, or they need urgent medical attention.

Reassure the individual that support is available and explain how they can report the incident. The individual should be encouraged to make notes of any incidents so that they can give examples, including any dates and times and details of any witnesses present. Taking photos or screenshots of offensive written or visual material can also be very helpful.

Following a disclosure, the member of staff should make detailed notes outlining what was discussed, any advice provided, and any follow-up actions required. These notes should be emailed to the individual involved, and a copy of the email should be stored securely by the colleague in case it is needed in the future.

In addition, the colleague should report the disclosure to one of the following, as appropriate:

- Security or the Sexual Violence Liaison Officer (SVLO) by calling 01895 255786
- Student Welfare via the report and support platform, by phone on 01895 267045, or by email at <mailto:studentsupport@brunel.ac.uk>
- HR or by raising a welfare concern where relevant

The person receiving the report (e.g., HR, Student Welfare, or Security) should assess whether any immediate action is required as a priority.

The colleague reporting may also need to inform other relevant colleagues, depending on the nature of the disclosure and any safeguarding or procedural requirements.

For more information, see [Appendices B and C](#).

Expectations

All members of the University community must seek consent when their behaviour involves interacting with each other in a sexual manner in a social context. This involves agreement by choice and can be withdrawn at any time. It can never be assumed, implied or coerced. If consent is uncertain then any behaviour should be stopped.

Note the guidance for colleagues on relationships and how to avoid any actual or potential conflicts of interest, misuse of authority, or allegations of inappropriate conduct is provided in the Relationships Policy – see [Relationships at Work Policy](#)

All members of the University community are expected to take action if they observe sexual violence or sexual harassment as long it is safe to do so. This might include calling security or signposting the individual concerned to Report and Support. It is important that the whole community take an active bystander approach to unacceptable behaviours.

Reporting an incident for action to be taken

If you are a student, apprentice, doctoral researcher, or colleague and wish to report an incident of sexual violence or sexual harassment, you have several reporting options:

- Contact the Community Policing and Security Department on 01895 255786/, Security (brunel.ac.uk) which includes a dedicated Sexual Violence Liaison Officer (SVLO).
- Report it via the [Report and Support Portal](#) where you may disclose your personal details or report anonymously.
- Discuss the matter with a trusted individual, such as a personal tutor, supervisor, lecturer, line manager, HR Business Partner, EDI Team, colleague, or trade union representative or anyone else with whom you feel comfortable.
- Students can contact the Student Welfare team studentsupport@brunel.ac.uk
- In the case of emergency Call the police on 999. For non-emergencies contact the police on 101.
- If you witness an incident, you are encouraged to report it through the same channels

Sexual Assault Referral Centres (SARC)

If you need to attend a Sexual Assault Referral Centre for evidence collection or support, the nearest centre to Brunel University is:

The Haven Paddington Sexual Assault Referral Centre

Tel: 0203 312 1101 (open 24 hours)

Please note that depending on your location, a closer SARC may be available.

Support and Further Information

- Students, apprentices, and doctoral researchers can access advice and resources on the University's [Staying Safe](#) webpage and [Harassment and sexual misconduct support | Brunel University of London](#).
- Colleagues can refer to the University's [Dignity at Work Policy](#) for guidance and [Harassment and sexual misconduct support | Brunel University of London](#).
- Support is also available through external agencies; please see [Appendix C](#) for details.
- The University is committed to providing a safe and supportive environment and encourages all individuals to seek help if they experience or witness sexual violence or harassment.

Reporting to the university

All reports will be taken seriously, details treated confidentially and will be investigated within the time limits set out in the relevant policy or procedure with due consideration to all parties. For further information see: [Harassment and sexual misconduct support | Brunel University of London](#)

Reporting to the police

There are some incidents of sexual violence or sexual harassment which are so serious that individuals may be liable to prosecution under the law and you may choose to use this channel. These include (but are not limited to) sexual assault, stalking and rape. If you experience such an incident, the University encourages you to report it to Security immediately by calling: 01895 255786. If off campus you should call 999 in the case of emergency or if non-urgent call 101.

If a police investigation is commenced, the University will consider whether an internal investigation is required or if already underway whether the internal investigation should be paused whilst the police investigation is undertaken. Adjustments may be required during this time period to protect the University and the individual(s) involved. By way of example only:

- For students this could include a change of accommodation, a temporary suspension of studies, separating the students involved in the learning environment etc and/or temporary exclusion of a student from campus.

- For colleagues, this could include temporary redeployment, amending work duties and/or relocation to a different work location or paid suspension from work.

Full consideration will be given to the facts and circumstances of each particular case when considering how and when investigations should be undertaken, any necessary adjustments and any disciplinary or other sanctions.

Disclosure

No student or colleague is under any obligation to disclose or report an incident of sexual violence or sexual harassment. However, it is strongly recommended that anyone affected is encouraged to get help as soon as possible either from the University by emailing studentsupport@brunel.ac.uk, accessing our [report and support platform](#) or by contacting external agencies which can be found in [Appendix C](#).

Confidentiality

Reports of harassment will be handled with an appropriate level of confidentiality and according to data protection legislation, with information released only to those who need it for the purposes of investigating the concern or incident further if an investigation is commenced. No third party will be told any more about the incident than is strictly necessary in order to obtain the information required from them to conduct a full and fair investigation. The person being investigated is normally asked to respond and full details of the matter will normally be shared with them to ensure transparency and fairness.

Where you have objections to details of the concern raised, or any other personal details being shared with any particular member of staff, or another student, or a third party, you should make this known to the person who is investigating the matter and they will discuss with you the extent to which they can consider the case fairly, transparently and effectively in these circumstances. Where it is necessary to interview witnesses, the importance of confidentiality will be emphasised. It will be explained to everyone involved in the process that any breach of confidentiality may lead to disciplinary action.

Anonymity

The University is not normally able to fully investigate incidents of harassment or sexual misconduct which are submitted anonymously, or where the reporting party is not willing for their details to be known by others, because this may impede the university's ability to investigate the matter effectively, transparently, openly, and fairly. In such circumstances, where someone has reported a concern anonymously, they are unlikely to receive an individual, specific outcome regarding the concerns raised, as a full and fair investigation will not have been possible.

However, if a concern or incident is reported anonymously, it may be possible to provide general feedback to relevant parties about the issues raised, without disclosing the identity of the person who reported it. This will, however, depend on the specific circumstances of the concern and may not be possible in all cases.

Disclosure to third parties

Where reports of harassment are made to the University, it may, at its discretion and without notifying the individual who reported the matter, discuss or refer the concern to relevant third parties. This may be appropriate, for example, where a student is at immediate risk of harm to themselves or others, or to prevent a crime taking place. Relevant third parties may include the Police, employers, placement providers, sponsors, grant providers, research funding bodies or Professional Statutory and Regulatory Bodies (PSRBs).

The University will only in exceptional circumstances report an alleged crime to the Police contrary to the wishes of the reporting student, but in deciding whether to make such a disclosure and in deciding what information to disclose, the University will consider any potential harm that the unauthorised disclosure may cause to the reporting student.

Any data collected and (possibly) shared with third parties would be held in accordance with the applicable records retention policy.

Data recording

A record of formal sexual violence and sexual harassment complaints received from students will be held in accordance with our records retention policy and the means of resolution will be kept by the University and reported annually as part of the University's monitoring and quality assurance processes. No information that will identify any individual will be available within the report.

Training

For Students

It's important for everyone in our community to understand what harassment and sexual misconduct mean. That's why we provide compulsory training for all new students when they enrol. This training ensures you are informed about the university's policies, procedures, and the types of behaviour that may constitute harassment or sexual misconduct.

If you find the content of the training triggering, you can inform the university, and we will consider alternatives. However, this training is generally mandatory and there is an expectation that all students will complete it.

For Colleagues

At Brunel, training for colleagues on what harassment and sexual misconduct mean, and how to respond appropriately, follows a tiered approach. This includes:

General training

Compulsory training is provided to all colleagues to raise awareness about what harassment and sexual misconduct means, as well as the importance of promoting and maintaining freedom of speech and academic freedom at Brunel. Sources of support for students and colleagues affected by

harassment and sexual misconduct and details about how to report incidents is also included in this training.

If you find the content of the training triggering, you can inform the university, and we will consider alternatives. However, this training is generally mandatory and there is an expectation that all colleagues will complete it.

Investigations training

Colleagues responsible for student and colleagues' disciplinary investigations arising from complaints about harassment and sexual misconduct receive training on the university's procedures; including how to ensure a fair, thorough and impartial investigation is conducted and also takes into account the need for sensitivity and an awareness of the impact on all those involved.

Decision-maker training

For those responsible for making decisions on student or colleagues' disciplinary cases, specific training is provided on how to fairly and impartially consider cases of harassment and sexual misconduct. How to conduct panel hearings where all those involved may be present, including ensuring all parties are heard and that fair and appropriate questions are asked also forms part of this training. Information about the available penalties and how to determine what may be an appropriate outcome is also provided as part of this training, ensuring informed decisions can be made.

Freedom of Speech

All colleagues at Brunel should understand that freedom of speech and academic freedom are both crucial for a healthy academic environment. Although they are protected by law, they also come with responsibilities. Colleagues should be aware that they have rights to express ideas and opinions, even controversial ones, within the bounds of the law, and that the university has a duty to protect this freedom. They also need to be aware of potential restrictions, such as where speech is unlawful, or harmful.

The Higher Education (Freedom of Speech) Act 2023 amends the Higher Education and Research Act 2017 ('HERA') to strengthen the legal requirements placed on universities relating to freedom of speech and academic freedom. The Act protects free speech within the law. It does not protect unlawful speech. The Act requires universities to take reasonably practicable steps to secure free speech within the law for their students, colleagues and members and for visiting speakers. It also requires them to maintain a free speech code of practice and to promote the importance of freedom of speech within the law and academic freedom in the provision of higher education.

The University has published a statement relating to freedom of speech and academic freedom: [Freedom of speech statement | Brunel University of London](#). This makes clear that the University is committed to upholding freedom of speech within the law whatever people's opinion or beliefs may be.

Appendix A: 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, domestic violence, spiking and sexual exploitation. Sexual violence can be psychological and/or physical. For a definition of these incidents, see glossary below.

Harassment is defined as:

Harassment, including sexual harassment, includes unwanted behaviour or conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment because of, or connected to, one or more of the following protected characteristics: age; disability; gender reassignment; race; religion or belief; sex; and sexual orientation.' (As defined in section 26 of the Equality Act 2010).

In the context of section 26 of the Equality Act 2010, to decide whether conduct amounts to unlawful 'harassment,' the following matters are considered:

- the perception of the person who is at the receiving end of conduct;
- the other circumstances of the case; and
- whether it is reasonable for the conduct to have the effect under scrutiny.

and

“a course of conduct conducted on at least two occasions that harasses one other person, or a course of conduct that harasses two or more persons at least once each. References to harassing a person include alarming the person or causing the person distress.’ (As defined in [section 1 of the Protection from Harassment Act 1997](#)).

Under this definition, an offence is only committed if:

- the person knows the conduct amounts to harassment of the other, or
- a reasonable person in possession of the same information would think the course of conduct amounted to harassment of the other person.

Sexual Misconduct is defined as any unwanted or attempted unwanted conduct of a sexual nature. This includes, but is not limited to sexual harassment; sexual assault; and rape.

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.

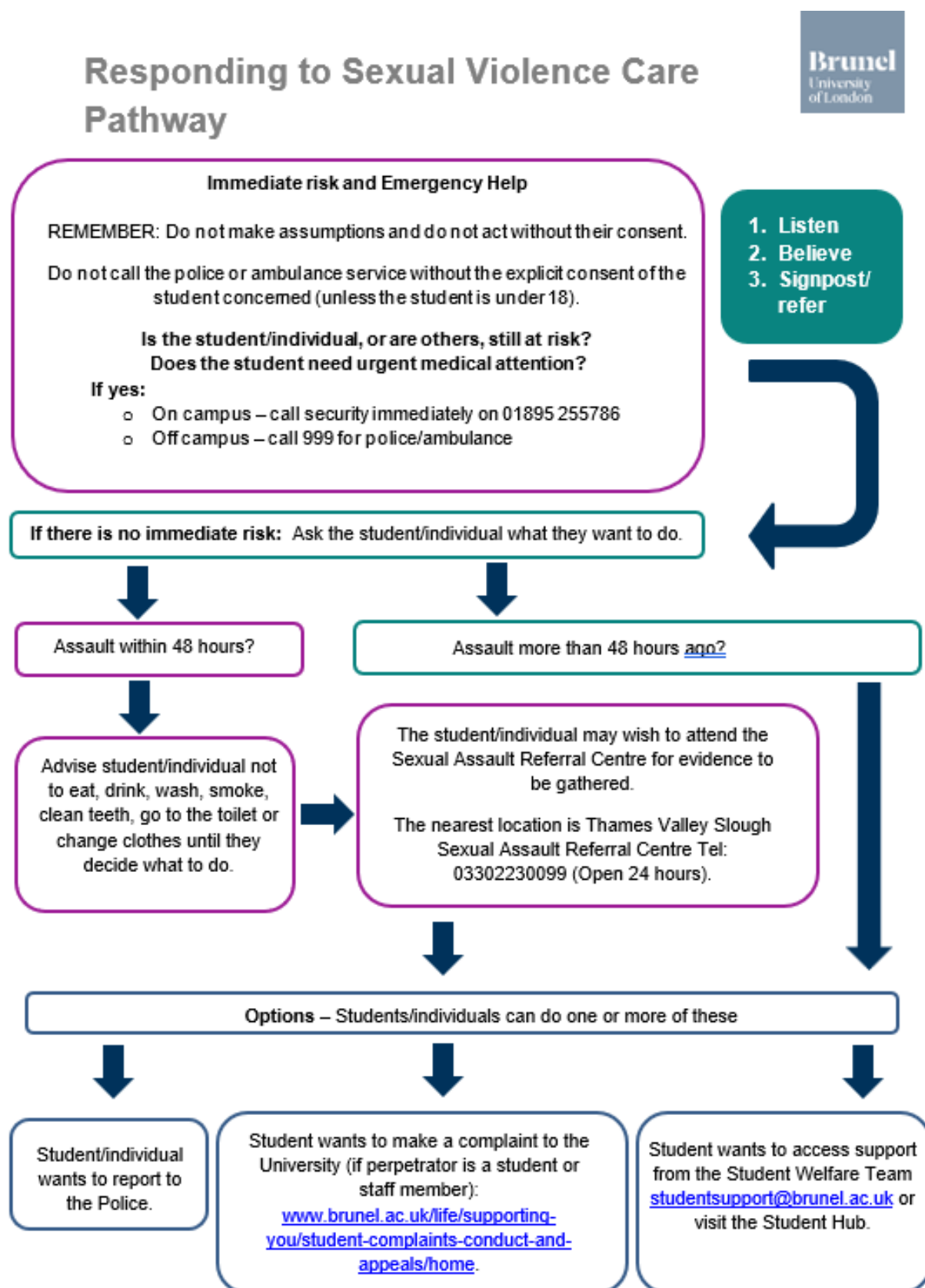
Glossary of different types of sexual violence and sexual harassment

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 their body, in circumstances where the exposure is contrary to local moral or other standards of appropriate behaviour.
Rape	The legal definition of rape in England and Wales is when someone intentionally penetrates another person's vagina, anus or mouth with their penis, without that person's consent. This includes if: • The two people are married or in a relationship. • The other person consented to one type of penetration (e.g. vaginal or oral sex), but not another (e.g. anal sex). • Someone removes a condom without the other person's permission – or lies about putting one on. This is commonly known as 'stealthing'. Rape Crisis England & Wales
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 their 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 or filming without permission under a person's clothing to capture their body or underwear and posted / shared online.

Appendix B Flowcharts signposting / accessing support for students



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.

[Harassment and sexual misconduct support | Brunel University of London](#): on this page, you'll find information on how Brunel is committed to protecting all our staff and students.

If you would like further advice from an accredited Sexual Violence Liaison Officer (SVLO) contact the Student Welfare Team:

@ studentsupport@brunel.ac.uk



Student Hub (Michael Sterling Building)

Appendix C: External support agencies who provide help and support

Please check the web for up-to-date contact information. Please note that Brunel University of 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.