



Oxford Prospects Programmes

Harassment Policy

Oxford Prospects Programmes (OPP) does not tolerate bullying, harassment or victimisation in any circumstances.

General

1. For the purposes of this policy, harassment is any unwelcome comment or conduct that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Unwelcome comments may constitute harassment whether they are made orally or in writing and whether or not they are made face to face. Conduct does not have to be repeated to constitute harassment.
2. Examples of conduct that fall foul of this policy include:
 - Making intimidating or threatening remarks
 - Repeatedly undermining someone, putting them down or unfairly criticising them
 - Making derogatory personal comments
 - Making sexist, racist, ableist, homophobic or transphobic jokes directed at an individual
 - Inappropriate touching whether sexual or violent
 - Stalking
 - Making malicious allegations of harassment or other wrongdoing
3. OPP expects all staff, contractors and students to help to prevent harassment by:
 - Being sensitive to the needs and reactions of others
 - Making reasonable efforts to avoid causing offence
 - Making it clear to others where necessary that harassment is not acceptable
4. All OPP staff, contractors and students have a right to be protected from harassment under this policy. Any allegation of harassment – regardless of whether the alleged victim and the alleged perpetrator are staff, contractors or students – should be directed to the Academic Programmes Manager and will be dealt with according to our Discipline Policy.
5. OPP reminds its staff, contractors and students that harassment is against the law where it relates to characteristics protected by the Equality Act 2010. Anyone guilty of this will be subject to our internal disciplinary procedures and a record of this conduct may be stored and shared with other institutions affiliated with the perpetrator.

Victimisation

6. Victimisation occurs when somebody is bullied or receives less favourable treatment as a result of making an allegation of harassment or other wrongdoing.
7. OPP regards victimisation as a form of harassment and will treat it accordingly.