THE UNIVERSITY OF SUSSEX STATEMENT ON VIOLENCE

Version 0.6 September 2017

Introduction

The University of Sussex is committed to providing a safe and inclusive environment for students, staff and visitors. Violence, and violent behaviour of any kind, are not tolerated in our university community and the University does not condone violence in any shape or form.

The University works proactively to prevent violent action, conduct or language through our policies, practices and behaviours. We recognise that violence is best prevented and accordingly, weight is given to prevention by ensuring that staff and students are aware of the University's policies in this area and of the consequences that might ensue should violent incidents occur.

The University provides support and guidance to staff, students and visitors if an incident of violence is reported. When violence does occur within the University community, we will ensure that we use our p( )Tj EMC /P <</MCID 9 >>BDC -0.09 (B(e us)-2 6.5 (.)4.11.2 (u472 (i(ol)2.6 o (t) the police.

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Forced Marriage: A Forced Marriage is a marriage conducted without the valid consent of one or both parties and where duress is a factor. Forced Marriage is a specific offence under s121 of the Anti-Social Behaviour, Crime and Policing Act 2014.

Honour Based Violence: Honour based violence is not a specific offence, but an umbrella term to describe various offences contained within a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. It is a violation of human rights and may be a form of domestic and/or sexual violence.

Female Genital Mutilation: Female Genital Mutilation is sometimes referred to as Female Circumcision or Female Genital Cutting. It is defined by the World Health Organisation (WHO) as the range of procedures that involve 'the partial or complete removal of the external female genitalia or other injury to the female genital organs whether for cultural or any other non-therapeutic reason'.

2. Preventing Violence

The University works proactively to prevent violent action, conduct or language through its policies, practices and behaviours. We have policies in place on how we expect members of the University to behave to ensure everybody is aware of unacceptable violent behaviour. We run training and awareness sessions to provide staff with the tools and skills they need to actively demonstrate the right behaviour and tackle the unacceptable behaviour of others.

We have security measures in place on campus that reduce the risk of violence and to support those who feel at risk. Additionally we support the Safe Space scheme open at weekends in Brighton for students off campus.

Risk assessments must be completed by Schools/Departments, individuals and organisations (both staff and students) when organising any activities or events, on and off campus. This guidance makes specific reference to the risk of violence and organisers are responsible for ensuring that, where a risk of violence has been identified, advice is sought before proceeding. Event planning guidance is provided on the Health and Safety pages of the University website. This guidance applies to staff and students and includes student sporting events held on and off campus.

a) Standards of Behaviour

It is incumbent on each member of the University of Sussex to treat others with dignity and respect.

The Code of Conduct for Staff[1] and the Student Charter[1] set out the standards of behaviour that are expected of people within the University community.

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b) Training and Awareness

A range of training and development opportunities are available to staff and student to raise awareness of all forms of violence, coercion and abuse and various sources of help and support available.

Staff development courses that specifically cover violence include:

- Bullying and Harassment – A Manager's Guide to the Legal Framework
- Difficult Encounters and Conflict Resolution
- Non-violent communication in the workplace

Student courses include:

- Pre-registration online course "My Wellbeing"
- Healthy Relationship training (starting September 2017)
- Students' Union course 'I Heart Consent'

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The University also conducts risk assessments as part of any reported incident of violence to assess whether precautionary action including suspension is necessary to safeguard the health, safety or well-being of other members of the University. All risk assessments involving violence, abuse, harassment or other issue linked to power, gender, and any of the other protected characteristics under the Equalities Act should be documented and include input from:

- an external expert
- a representative from another department – with a specialism in the area of the complaint if possible
- representation from the person making the complaint – either the complainant themselves or a person supporting them.

Information gathering should be an active not passive part of the process.

3. Seeking Support and Reporting an Incident

If a member of the University is the victim of an incident of violence we provide safe and confidential services to seek support and a range of options for formally or informally reporting the incident.

a) University Support and Guidance for Incidents of Violence

Violence is never justified in any circumstance. If you suffer a violent incident you

Emergency Services if on campus – 3333 (internal phone) 01273 873333(all other phones)

d) Reporting to the Police – Non-Emergencies

If you would like to report a crime which is no longer an emergency you can either call 101 or visit/telephone your local police station

4. University Management of Violent Incidents

The University policies set out how reported incidents of violence by any member of staff or student will be handled.

a) Violence committed by staff

Threatening or using violence on any member of the University, or any visitor to the University is defined as gross misconduct under the University's staff disciplinary policy. If a member of staff is accused of violence against any member of the University, or any visitor to the University the relevant manager must consult HR and take appropriate action in line with the University's disciplinary policy and procedure.

If a member of staff is charged with or convicted of a violent criminal offence not related to work, not involving another member of the University and not committed on University premises, advice should be sought from Human Resources on the appropriate action for the University and the disciplinary policy. A risk assessment should be conducted as part of this review.

b) Violence committed by students

Students are expected to conduct themselves at all times in a manner which demonstrates respect for the University, its staff, fellow students and the wider community. Disciplinary misconduct as defined by the University includes any conduct which causes actual or potential distress or harm to others. Guidance on the student discipline policy and procedures can be found on the student discipline pages.

c) Bullying and Harassment at Work

Violence may overlap with harassment and bullying. The University's Policy gives definitions of harassment and provides guidance for staff and managers on how to handle cases of bullying or harassment in the workplace. Harassment and Bullying at Work

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- Helpline: 7pm-9pm Weds 01273 720110, text 07717 999989
  help@survivorsnetwork.org.uk
- Drop-ins: 7pm-9pm Mondays & Thursdays. 01273 203380
  dropin@survivorsnetwork.org.uk
- Independent Sexual Violence Advisors (ISVA): 01273 203380 x103
  referrals@survivorsnetwork.org.uk
- Counselling: 01273 203380 counselling@survivorsnetwork.org.uk

Location: 6a Pavilion Buildings, Brighton BN1 1EE
Website: 2.6 16 scn 0abu(.)G6.6 00dST /Spa1n <</MCIo v45.9 s 0 . 0 9

All crime

- Victim Support is an organisation which provides support to victims of crime, whether the crime has been reported or not. You may find it useful to contact their confidential helpline if you're struggling to d