

Report and Support Awareness Session

Notebook: General notes

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University portal - supports students and staff affected by harassment, discrimination, hate crime, sexual misconduct

5 principles (Warwick values and expectations, individual and institution):

- We treat everyone with respect
- We do not tolerate discrimination
- We do not tolerate sexual misconduct, violence or abuse
- We keep our campus and community safe
- "We" means all of us, staff and students alike

2019 - independent external review (Dr Sharon Persaud) published
All 30 of her recommendations have been actioned

Why do we need Report and Support?

62% had experienced sexual misconduct while at university

57% had experienced it more than once

3 women a week killed by domestic violence in 2020

Hate crimes recorded by police (England + Wales) rose by 8% in 2020

Takes police nearly 5x as long to deal with hate crime offence than non-hate crime offence (avg. 25 days to outcome)

Sexual misconduct policy

Covers all forms of sexual violence including:

- Sex without consent
- Sexual abuse (including online and image-based abuse)
- Non-consensual sexual touching
- Sexual harassment (unwanted behaviour of a sexual nature which violates your dignity; makes you feel intimidated, degraded or humiliated or creates a hostile or offensive environment)
- Stalking
- Abusive or degrading remarks of a sexual nature
- And a vast range of other behaviours

How does sexual misconduct manifest?

Sexual misconduct often centres around power

Most often committed by someone who is known to the victim

Does not have to be physical or violent

Can manifest in more subtle ways:

- Cat-calling or verbal sexual comments
- Persistent online or in-person sexualised messages/comments
- Gently massaging someone's shoulders or making sexualised contact without someone's consent
- Pressuring individuals to take part in sexualised dancing/challenges

- Controlling or coercive relationships in which one individual exerts power over another through their status, grade, finances, emotions etc.
- Stalking - either online or in-person

Online sexual misconduct

Non-consensual sharing of intimate images or videos

Exploitation, coercion and threats through blackmail

Unwanted sexualisation

Sexualised bullying

Discrimination

Occurs when a person is treated less favourably than someone else on the basis of a protected characteristic:

- Age
- Disability
- Sex
- Gender reassignment
- Race
- Religion or belief, or lack of
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity

Forms of discrimination

Direct - when someone is treated less favourably on the grounds that they are believed to have a protected characteristic

By association - discrimination due to someone's relationship to a person with a protected characteristic

By perception - discrimination due to the perception that they have a protected characteristic

Examples of discrimination

Online and face-to-face discrimination:

- Assuming/commenting on someone's libido based on race or ethnicity
- Deliberately misusing someone's pronouns
- Commenting on someone's race and their consequential success in a sport
- Flippant comments of an ableist nature; "they're a psycho"
- Asking someone where they're "really from"
- Blatant Sinophobia as a result of COVID-19

Teaching environment:

- Selecting a student to answer a question/give an opinion based solely upon assumed ethnicity or faith
- Consistently signposting distressed students/staff to solely female colleagues to address pastoral concerns

Working or staff environment:

- Not hiring or promoting a pregnant individual based on the assumption that they will soon request maternity leave
- Spreading rumours or gossip, including speculating about someone's sexual orientation, gender identity or perceived sexual orientation or gender identity

Research model demonstrates that in practice escalation does occur

Hate incidents

5 characteristics given special protection - hate crimes can be committed based upon these
Motivated by hostility or prejudice based on one of the following (according to police and CPS):

- Disability
- Race
- Religion
- Transgender identity
- Sexual orientation

Identifying a hate incident

Something is a hate incident if the victim or anyone else thinks it was carried out because of hostility/prejudice based on one of these characteristics

If the victim believes something is a hate incident, it should be reported as such by the person it is being reported to

What is a hate incident?

There is a difference between a hate crime and a hate incident

Hate crimes are criminal offences

Hate incidents refer to incidences that are motivated by specific characteristics, but do not constitute criminal offences (ie. no law is broken)

What is a hate crime?

Criminal offences can include:

- Assaults
- Criminal damage
- Harassment (when it breaks the law)
- Murder
- Sexual assault
- Theft
- Fraud
- Burglary
- Hate mail (Malicious Communications Act 1988)
- Causing harassment, alarm or distress (Public Order Act 1986)

Conferring belief is vital

Safety:

- Immediate danger?
- On campus - security - 02476522222
- Off campus - emergency services - 999
- Get them to a safe, calm space

Listen:

- Give them space - physical contact may be too intrusive
- Reflective listening - relay what they have said, and give them time to speak
- If they do not want to talk about it at that moment in time, that is okay

Believe:

- Ensure that they understand that you believe them
- Ask open, not closed questions
- Self-doubt, shame and ultimately a fear of not being believed are barriers to disclosure

Support:

- Signpost - Report and Support, ISVA, Wellbeing, SARC

- Offer continual support - practical and/or emotional
- Check up on them

reportandsupport.warwick.ac.uk

Any form of harassment, not just at Warwick (can signpost to services in your area)

Single gateway to direct help:

- Online reporting platform for students and staff affected by bullying and harassment, discrimination, hate crime, sexual misconduct
- Recognises intersectionality

Disclosing:

- Anonymous reporting - will not receive direct contact in return, cannot pursue investigation
- Reporting with details - can have access to following options and full process
- Accessing support pages
- Does not trigger a formal complaints process
- Can report something that you witness
- Can assist someone in reporting but not report on their behalf

Liaison officer:

- Confidential - will not pass on conversations and reports to student discipline or HR
- Empower a reporter to make an informed decision on their next steps
- Provide practical and signpost to emotional support
- Single point of contact

Support pages:

- Available to everyone, whether someone wants to disclose or not
- Go to these pages for guidance
- Fully outlines options and processes

Activism and role models

Report and support campaigns:

- If you're running a campaign/hosting charity event around preventing harassment of any kind, let R+S know about it

White ribbon campaign:

- Volunteer ambassadors act as role models
- Signing pledge to be an ally to self-identifying marginalised genders
- Engaging with other self-identifying men and boys to call out abusive and sexist behaviour
- Promoting culture of equality and respect

Signposting materials:

- If you are hosting an event/creating packs for tour or tournament
- Email S+R and ask for resources

Take care of yourself, so that you can take care of others

"I'm very sorry, but I'm afraid that I can't have this conversation at the moment, due to my own personal circumstances. Let me find someone who can support you at this moment in time."

Q+As

- Action taken upon learning an individual is a serious risk to other people (weapons, drug dealing, public social media page, screenshots etc.)? - risk assessment, they are able to investigate
- Policies are different for students under 18, safeguarding procedures override what else they are working around
- Female-on-male sexual misconduct incident statistics need to be added to presentation - generally under-reported
- Pronouns are not a 'preference', it's a pronoun (state of being) - needs to be corrected in presentation
- What renders service different to going to the police? - officers that support students who want to go to the police, range of students (some students have had poor experience with police, negative experiences, etc.), sometimes a case goes to police and is no-further-actioned and goes back to the university process (they will respond with risk assessment, move accommodation, split cohort, more practical on-campus support etc.), but they are not pretending to be a substitute for the police, victim-centred approach and it is their choice where they take their report to
- PhD student but in teaching capacity, report as student or staff? - tick 'other' and type into box if both

Webpage tutorial

reportandsupport.warwick.ac.uk

Two buttons: report anonymously or speak to an advisor (input details)

Support pages underneath

Concerns and FAQs - can see what questions you will be asked ahead of submitting a report

Policy and Process

COVID-19 concerns about reporting (eg. lockdown laws being broken on campus)

Campaign pages - Warwick Values moodle, White Ribbon Campaign, Safe Place Scheme,

#WeGetConsent

Talk to us button (top right) - not for reporting, only for asking questions or asking about campaigning resources etc.

Not a 24 hour reporting system, non-emergency reports only

If in immediate danger, call security or emergency services

Will be contacted within 2 days, within normal working hours (9-5 Mon-Fri)

Option boxes - 'I would describe what happened as...' with information, can check multiple, or 'I don't know' (nothing different happens, but can assign specialist liaison officer)

This incident happened to me/someone else/other

Identify as student/staff/visitor/other

Working in faculty and department

Other/prefer not to say always an option

When did incident happen - approximate date and time

Where did incident happen - on/off campus, can provide further details and be specific (eg. room number, area, address)

Let us know what happened - the more information you give, the more they can signpost, or can write "I would like to speak to someone" if don't want to type (will be picked up regardless)

Attach an image related to what happened (optional) and can outline descriptions of images in text box

Cannot provide video but can tell them if you have video further down the line

The person I am reporting is student/staff etc.

Have you already reported the incident - university, Students' Union, external organisation (including police), other, no

Can you tell us who you reported the incident to (optional)

Name, uni ID, date of birth, preferred email address, preferred telephone contact number (optional)

How you would like to be contacted

Fill in optional section on your characteristics

Press submit