Hull York Medical School

Harassment Policy for Students

Approval Process:

<table>
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<tr>
<th>Committee</th>
<th>Outcome/Date of approval</th>
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<tbody>
<tr>
<td>Equality Diversity and Inclusion (EDI) Committee</td>
<td>21 February 2022</td>
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<tr>
<td>Management Board</td>
<td>7 March 2022</td>
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**To be implemented from:**

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<th>7 March 2022</th>
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<tr>
<td>Responsibility to update</td>
<td>Chair, EDI Committee</td>
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1. Scope

1.1. This Policy applies to all students at the Hull York Medical School studying a degree programme jointly awarded by the University of Hull and the University of York.

1.2. All staff of the Hull York Medical School should refer to the policy and procedures of their employing organisation.

1.3. Hull York Medical School is committed to the principles of equality, diversity and inclusion that underpin our society. We hold the following organisational values:

1.3.1. Everyone counts: we promote a culture of diversity, respect and aspiration, and empower everyone to reach their potential.

1.3.2. Pursuing excellence: we combine a pioneering approach with innovation methods to drive excellence in all we do.

1.3.3. Socially responsible: we are dedicated to public service and to improving lives within our communities.

1.3.4. Collaborative: we work in partnership, recognising the strengths of others.

1.4. The School has zero tolerance towards any form of harassment, bullying, discrimination, intimidation and victimisation.

1.5. The School complies with the Equality Act 2010 which states that it is against the law to discriminate against someone because of a protected characteristic including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

1.6. This Policy should be read in conjunction with our Dignity at Work and Study Policy which sets out the School’s alignment with the University of York’s Policy in dealing with reports of harassment against students.

2. Definitions

2.1. The School adopts the definitions set out by the University of York on harassment, sexual harassment, bullying, cyber bullying, victimisation, and hate incidents and hate crimes including antisemitism, racism, homophobia, ableism and islamophobia.
3. Procedures

3.1. The School aligns our procedures for dealing with reports of harassment with the University of York’s. The procedures are set out in our Dignity at Work and Study Policy.

3.2. Students can report any incidents of harassment and discrimination via the School’s online Report and Support tool.

4. What is excluded from this Policy

4.1. This Policy relates to incidents of harassment and discrimination reported by students. If students would like to make a complaint concerning programme provision within the Medical School, including complaints made concerning the quality of clinical placements, they should follow the Code of Practice on Investigation and Determination of Student Complaints.

4.2. Complaints relating to other service provision by the Universities of Hull or York including the Students’ Unions should be pursued through the Complaints Procedure of the respective University:

4.2.1. University of Hull Complaints Procedures

4.2.2. University of York Complaints Procedures

5. Support for students

5.1. The School has a dedicated Student Support Team to provide wellbeing and welfare support for students.

5.2. The University of Hull and University of York will provide welfare support to Hull York Medical School students regardless of their university of registration.

5.2.1. University of Hull Student Support

5.2.2. University of York Student Support