



Stratford College London

Harassment and Sexual Misconduct Policy

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Member of Staff Responsible for Policy		Jonathan Omani
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Harassment and Sexual Misconduct Policy



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Stratford College London is committed to a safe and respectful learning environment.

Purpose:

To ensure a safe, respectful, and inclusive environment free from harassment, discrimination, and sexual misconduct for all students and staff.

Policy Statement:

Stratford College London has zero tolerance for any form of harassment, bullying, or sexual misconduct. All reports will be taken seriously, investigated promptly, and addressed confidentially.

Definitions:

1. Harassment: Unwanted conduct related to race, gender, religion, disability, sexual orientation, or other protected characteristics that create an intimidating or hostile environment.
2. Sexual Misconduct: Any unwelcome sexual behaviour, including harassment, assault, coercion, or inappropriate advances.

Key Principles:

Zero Tolerance – All forms of harassment and sexual misconduct are unacceptable.

Confidentiality – Reports will be handled discreetly, with information shared only as necessary.

Support – Victims will receive appropriate care, including counselling and academic adjustments.

Fair Investigation – All cases will be investigated impartially and without victim-blaming.

Reporting:

- Informal Reporting: Raise concerns with a trusted staff member or student support officer.
- Formal Complaint: Submit in writing via [email/letter] to the Principal or Programme Lead.
- Anonymous Reporting: Option available via email or letter.



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Support & Protection:

- Immediate safety measures (e.g., no-contact orders, class adjustments).
- Access to counselling and external support services (e.g., local charities, NHS).
- Protection from retaliation for those who report in good faith.

Disciplinary Actions:

Depending on severity, consequences may include:

- Warnings, suspension, or expulsion (students).
- Disciplinary action, up to termination (staff).
- Legal reporting if a criminal offense is suspected.

Responsibilities:

- Staff: Must report incidents, support affected individuals, and follow procedures.
- Students: Should respect others, report misconduct, and cooperate with investigations.

*Review: This policy is reviewed annually to ensure compliance with UK laws
(Equality Act 2010, Sexual Offences Act 2003).*