

Joint Statement by the University of Birmingham and the Guild of Students

The University of Birmingham and the Guild of Students believe that sexual harassment is unacceptable. Together, we are committed to creating an environment free from harassment in which all students, staff and visitors are treated with dignity and respect.

This campaign follows concern about sexual harassment at universities across the country and the detrimental effect this can have upon those directly affected by such behaviour and those who are witness to it. Sexual harassment constitutes behaviour that is unwanted and sexual in nature. Conduct that would amount to sexual harassment may include unwanted groping, uninvited kisses and/or bodily contact. However, sexual harassment is not only physical behaviour but includes anything that is sexual in nature and leaves another person feeling uncomfortable, intimidated, humiliated or offended, such as wolf whistling, catcalling, inappropriate sexual comments, sexually based insults, jokes, songs or taunts.

The University and the Guild of Students regard any incident of harassment or bullying as a serious matter and we are committed to investigating thoroughly any allegations of harassment that are formally brought to our attention. You should never be subjected to harassment, whether this occurs in a bar, on campus, on public transport or online, and be it by people you know or complete strangers.

The Guild of Students operates a strict Zero Tolerance policy in regards to harassment, fully supported by the University. The University Charter and Single Equality Scheme represent a commitment to preventing discrimination and supporting the provision of an inclusive learning and working environment.

The University and the Guild of Students strongly encourage our students and staff to join the campaign, by signing the 'Not On' pledge, and challenging the behaviours around you.

For more information about the campaign please visit www.intranet.birmingham.ac.uk/not-on or www.guildofstudents.com/not-on.

If you or anyone you know has experienced sexual harassment, help, advice and support is available. The Guild of Students' [Advice & Representation Centre](#) has specialist trained advisors that students can speak to in confidence. Students can find out more about the full range of University support services and resources by visiting the [student support website](#). There is a specialist [Harassment Advice Service](#) that is free, confidential and open to anyone, staff or student, who wants to talk about harassment. If you would like to know more, the University Harassment and Bullying Policy provides further guidance on informal and formal means of addressing harassment.

Sexual harassment is NOT ON, not in our community and not on our campus.