

The Institute of Ismaili Studies

Anti-Bullying, Anti-Harassment and Sexual Misconduct Policy

1. Introduction and scope

1.1. The Institute of Ismaili Studies (the IIS) is committed to:

1.1.1. fostering an inclusive culture which promotes equality and values diversity;
and

1.1.2. providing a safe and tolerant working, learning and social environment for
all those in our physical and virtual spaces,

in which the rights and dignity of all members of the IIS community are respected,
free from harassment, bullying and sexual misconduct.

1.2. Bullying, harassment and sexual misconduct are unacceptable behaviours and
contrary to the Equality Act 2010 and/or the Protection from Harassment Act 1997,

1.3.

- 1.4. All members of the IIS community have a role to play in creating a physical and virtual environment free from harassment, bullying and sexual misconduct. This policy applies to all our students, academics, staff, officers, trustees, governors, consultants, contractors, volunteers, interns, workers, visitors and third-party providers. Everyone, especially those in positions of trust within the IIS community, is expected to contribute to preventing unacceptable behaviours, including harassment, bullying or sexual misconduct through self-awareness; and by modelling positive behaviour for others, and raising any concerns. Anyone found to be in breach of this policy will be liable to disciplinary action which could result in withdrawal of scholarships and expulsion from their programme of study, or termination of employment in case of staff.

- 1.5. This policy applies to all physical and virtual spaces permanently or temporarily occupied by the IIS and the IIS community, and extends to all IIS IT systems including email, the internet, social media and other virtual fora. It applies to all IIS work and IIS

2.1. All members of the IIS community have personal responsibility for the practical

4.1. Harassment is any unwanted physical, verbal or non-verbal conduct that has the degrading, humiliating or offensive environment for them. Harassment is unlawful under the Equality Act 2010. This is when the unwanted behaviour is related to one of the following protected characteristics:

- age
- sex
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

4.2. Harassment is unacceptable even if it does not fall within any of these categories.

4.3. Harassment like bullying takes many forms, occurs in a variety of different ways and can be directed at one person or many people. An essential characteristic is that a given behaviour it is unwanted by the rec(y)11(r4(i)5(ety)-72(o)13(f)-4()-69(di)6(f)6(f)-4(e

physical activity;
jokes, offensive language, gossip, slander, offensive or sectarian songs and letters;
posters, graffiti, obscene gestures, emblems, flags;
offensive emails, screen savers;
isolation or non-cooperation and exclusion;
coercion for sexual favours;
pressure to participate in political/religious groups;
pressure to conform to unwanted group behaviours;
intrusion by pestering, spying and stalking;
abuse of power or hierarchy;
willingness to challenge harassment (leading to victimisation);
challenging membership, or non-membership, of a trade union;
comments on physical characteristics.

- 4.5. Sexual misconduct is a form of harassment and is unacceptable behaviour of a sexual nature. This covers a broad range of inappropriate and unwanted behaviours of a sexual nature including but not limited to: all criminal sexual offences, forms of sexual violence including sex without consent, intimate partner violence, sexual abuse (online and offline), non-consensual sexual touching, stalking, abusive or degrading remarks of a sexual nature, grooming, coercion or bullying with sexual elements, sexual harassment (unwanted behaviour of a sexual

person responsible. You should explain clearly to them that their behaviour is not welcome or makes you uncomfortable, or that it is offensive and/or interfering with your work or activities. You should make it clear that you want the behaviour to stop. In circumstances where this is too difficult or embarrassing to do unaccompanied, you should seek support from a peer, colleague or speak to the Student Services Manager or the Student Safeguarding Officer (if you are a student), or the Staff Safeguarding

as a result. Anyone found to have retaliated against or victimised someone in this way will be subject to disciplinary action under our Student Disciplinary Policy or our staff Disciplinary Policy

- 6.2. If you believe you have suffered any such treatment you should inform the Student Services Manager (if you are a student) or the Head of HR (if you are a member ager

