

UNIVERSITY OF ABERDEEN

ADDRESSING GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT POLICY – STAFF AND STUDENTS

This document sets out the University policy for Addressing Gender-Based Violence and Sexual Harassment and also provides details of the support available to our staff and students who experience these issues.

Contact for Immediate Help:

If you are or are supporting someone in immediate danger, call 999 and ask for the police. If it is not safe to speak, use the Silent Solution system; call 999 then press 55 when prompted. Call 101 for non-emergency police support. You can call the Police at any time they are there to help and support you.

If you are not in immediate danger, please use one of the following:

External Support:

A comprehensive list of external support organisations can be found here (include hyperlink) including:

Rape Crisis Scotland – 08088010302 (open every night – 6pm – midnight (for anyone affected by sexual violence)

Women's Aid live chat service – 0800 027 1234 (now open from 10am to 6pm – 7 days a week)

Men's Advice Line: 0808 801 0327

Respect helpline: 0808 802 4040 (for anyone worried that they may be harming someone else)

Galop: 0800 999 5428 (national helpline for lesbian, gay, bisexual and trans people experiencing domestic abuse)

Forced Marriage Unit: 0207 008 0151

Paladin - National Stalking Advocacy Service: 020 3866 4107

Citizens Advice National Helpline: 03444 111 444.

Grampian Women's Aid: 01224 593381

Domestic Abuse & Forced Marriage helpline: 08000271234 (24 hour)

University Support:

We know that reporting what has happened to you is hard and takes courage.

Report Support -The University has an online reporting tool, available to staff and students, which can be found here: www.abdn.ac.uk/reportsupport. This will allow appropriate University staff to contact someone who is making a report and offer support and guidance. The internal sources of support can be found here:

Students – <https://www.abdn.ac.uk/students/student-life/student-advice-and-support.php#:~:text=General%20Student%20Support%20matters%3A%20student,international%40abdn.ac.uk>

Staff – 1. Wellbeing pages – <https://www.abdn.ac.uk/staffnet/working-here/wellbeing-portal/physicalhealth-10503.php>

2. Internal Support - <https://www.abdn.ac.uk/staffnet/working-here/support-for-staff-226.php>

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What do I do if I receive a disclosure?	See Policy Section 8
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1. Statement, Introduction and Purpose

- 1.1 The University of Aberdeen is committed to creating and promoting a positive, safe working and learning environment in which staff and students feel secure and respected. We recognise that gender-based violence and sexual harassment (**GBV**) is a significant equality issue that covers a range of violence and abuse across society.
- 1.2 The University does not tolerate GBV and seeks to create a culture which fully rejects inappropriate behaviours and attitudes, in line with the Equality, Diversity & Inclusion Policy. The actions of staff or students who perpetrate GBV within the workplace or learning environment (in person or online), are unacceptable. Such actions contradict the University's values, breach the standards of behaviour expected of University staff and students under the Equality, Diversity and Inclusion Policy and can be illegal. The University is committed to preventing incidents as well as providing an effective response if an incident occurs.
- 1.3 The University recognises and supports the findings of research undertaken by the Scottish Government, NHS Scotland and through the Higher Education Equally Safe Toolkit into GBV and learnings from these have been incorporated into this policy.
- 1.4 The University has an "Addressing Gender Based Violence and Sexual Harassment Strategy Group" which includes representatives from across the University (including staff, students and Trade Union representatives). The strategy group oversees and is accountable for the development of the University's strategy for addressing GBV impacting upon University staff and students. The group continues to review the research and findings highlighted in section 1.3 above and supports the Scottish Government's Strategy for preventing and eradicating all forms of GBV.
- 1.5 The purpose of the policy is to:
 - Ensure that all members of staff and students are aware of our approach to GBV.
 - Ensure that anyone who has experienced GBV is listened to, supported, and treated with dignity and respect.
 - Raise awareness of the issues to try to prevent GBV before it happens.
 - Outline the support available to those who may have experienced GBV both inside and outside of the University as a place of study or work.
 - Outline how to report incidents of GBV.
 - Outline the procedure for dealing with perpetrators of GBV.
 - Ensure that perpetrators of GBV have appropriate sanctions applied to them following investigation and hearing processes.

2. Defining GBV

- 2.1 GBV is an umbrella term for abuse that is perpetrated against a person's will and that results from power inequalities based on gender roles in the private and public spheres*. The University recognises that although GBV is experienced mostly by women and perpetrated mainly by men, men can also be victims and it also includes violence against lesbian, gay, bisexual, transgender and non-binary (LGBTQ+) people in the form of homophobic, transphobic, biphobia or enbyphobia abuse. It occurs in all sections of society, irrespective of class and culture. It is recognised that GBV intersects with other forms of violence, abuse and harassment based on other aspects of someone's identity. Violence and harassment that is motivated by multiple forms of discrimination including GBV can also be reported as per section 3 of the policy.
- 2.2 The University uses the current Scottish Government definitions in relation to this area, (<https://www.gov.scot/policies/violence-against-women-and-girls/>) recognising that these may change over time (actions which fall within this definition include those that result in physical, sexual and psychological harm of the recipient or the violation of their dignity and include (but are not limited to):
- Physical, sexual and psychological violence occurring in the family (including children and young people), within the general community or in institutions, including domestic abuse, rape, and incest.
 - Sexual harassment, bullying and intimidation in any public or private space, including work.
 - Commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography¹ and trafficking.
 - Child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse.
 - So called 'honour based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes.
 - Stalking.
 - Coercion and control.

3 Reporting Incidents of GBV at the University

If you want to report incidents externally to the University, please see the front page for details. Support will be given to individuals regardless of reporting internally or externally.

- 3.1 The University recognises that disclosing incidents of GBV is incredibly difficult and that it takes great courage for individuals to come forward. Individuals who have experienced GBV will be listened to, treated with dignity and respect and will be given the support they need.
- 3.2 The University has implemented an online recording tool, available to staff and students, which can be found here: www.abdn.ac.uk/reportsupport. The reporting service has two functions: the first, anonymous recording which furthers our research and understanding

* (Definition: Advance HE, briefing Paper on GBV and Covid 19)

¹ Scottish Government highlight that these activities have been shown to be harmful for individuals involved and can have a negative impact on the position of all women through the objectification of women's bodies. It is essential to separate consensual sexual activity from exploitative sexual activity.

of the prevalence of such issues in the University community; and the second enables someone making a report to seek the support of an adviser (detailed in section 4). In both types of reporting those using the tool will be signposted to the support available. The tool is not the only way a report can be made, but an option for those wishing to commence a supportive conversation. More details on these two options are outlined below:

- 3.2.1 **Function 1 - Anonymous Reporting:** The anonymous aspect of the reporting tool is important to the University so that staff and students have an avenue to report GBV which does not require a face-to-face discussion, but which allows the University to understand the nature and number of complaints. The information disclosed in the reporting tool is accessed by a small number of authorised members of staff who are responsible for monitoring the use of the tool, recommending changes to it, and identifying and reporting any trends emerging which may require action. Due to the anonymous nature of the reporting system, complaints cannot be made against individuals. If an individual would like to make an anonymous complaint to be investigated by the University this should be made through the Whistleblowing Policy <https://www.abdn.ac.uk/staffnet/documents/policy-zone-governance-and-compliance/whistleblowing%20pid%20policy%20dec%202020.pdf>
- 3.2.2 **Function 2 – Online reporting with active support:** The online reporting tool also has a function to report and then be put in contact with a trained adviser in Student Support or HR (within 2 working days). The online report invites the user to complete a 9-step form; the data will not be stored and collected until all the steps have been completed and the report is submitted. At the end of the report users are asked to submit contact details so that a meeting can be arranged with an Adviser. Submitting a report does not automatically start a complaints process. An Adviser will be able to discuss all support options available based on the circumstances, including asking the individual how they wish to proceed, and if they wish to take further action.
- 3.3 Staff members wishing to submit a grievance should do so through their immediate line manager or through their line manager's manager. Reports can also be made through the other members of staff mentioned in Internal Support Available (Section 4). Complainants shall always be kept informed of the stage their complaint is at.
- 3.4 Students who wish to make a Formal Complaint can do this through the University's Complaints Handling Procedure <https://www.abdn.ac.uk/students/academic-life/appeals-complaints-3380.php#panel2108>
- 3.5 It is also possible to report on behalf of someone else, known as third party reporting. This can be done in instances where an individual has witnessed GBV and wants to report it or where they are asking for information and guidance on behalf of a third party such as a friend or colleague. In such cases, all sources of support mentioned in this policy and on the website are available.
- 3.6 Reports of GBV can be made at any time. However, the passage of time may make it more difficult for some courses of action to be taken. Support will be offered, regardless of the timeframes involved.
- 3.7 We recognise that there may be barriers to reporting incidents of GBV. Therefore, we will actively try to reduce these barriers by increasing the avenues for reporting incidents and raising awareness of procedures.

4 Internal Support Available - Students and Staff

4.1 Any member of staff or student who makes a report will be treated with dignity and respect throughout the process. The individual will be listened to by an appropriate adviser; for students this will be a member of Student Support Services and for staff an HR Partner. During the meeting a plan will be put in place and all measures to ensure the immediate safety of the students or staff member will be explored and discussed. A referral to the following may be discussed after a disclosure has been made to Student Support or HR:

4.2 STUDENTS:

- Student Advice & Support Team
- Personal Tutor/Regent
- University Counselling Service
- Aberdeen University Student Association (AUSA)
- Multi-Faith Chaplaincy
- Equality and Diversity Adviser

4.3 STAFF:

- Line Manager
- Human Resources Business Partner or Adviser
- Campus Trades Unions
- Employee Assistance Programme
- University Counselling Service
- Occupational Health Service
- Multi-Faith Chaplaincy
- Workplace Dignity Network
- Equality and Diversity Adviser

4.4 In all cases, staff and students are encouraged to see their GP if they have concerns about their mental or physical wellbeing.

4.5 Students and staff may wish to seek support from independent external agencies that specialise in working with survivors of gender-based violence, including specific specialist support for Black and minority, LGBTQ+ and disabled survivors. These agencies can offer practical, emotional and legal support. A list of external sources of support is detailed in Appendix 2.

5 Confidentiality

5.1 All staff who respond to incidents will aim to do so in a thoughtful and timely manner and all details will be kept confidential in so far as this is practicable. The University may share information with relevant individuals, with permission of the reporting party, in order to provide effective support. In exceptional circumstances, (in line with Safeguarding legislation) where there is reason to believe that there is an emergency and/or there may be serious risk to the physical or mental wellbeing of the member of staff or student, the University may share information to protect an individual or stop a crime taking place. In those circumstances, the recipient of the disclosure must confirm

to the member of staff or student the steps that will be taken and the way in which the information will be used or further disclosed.

6 Disclosures of GBV by a Member of Staff or Students

- 6.1 Where a disclosure of GBV is made by University staff or students either within or outside of work or the learning environment, the University will take appropriate steps to respond to and deal with these allegations quickly and effectively.
- 6.2 We will follow the relevant procedures that apply to staff or students and where appropriate we will undertake a risk assessment, seeking input and advice from appropriate sources depending on the nature of the allegation. These sources will include the individual disclosing the concern and the party who has received the disclosure. We may also consult external agencies like Police Scotland and the NHS, or other relevant individuals, depending on the case. The risk assessment will take into account the risk that the reporting party may be exposed to further abuse from the perpetrator, the risk that they may suffer retaliation as a result of their disclosure, and their own suggestions for managing this risk. It will determine suitable measures to eliminate the risks where possible, or to mitigate them if it is impossible to eliminate them.
- 6.3 The potential risk to others on campus will also be considered. In certain situations, especially where the reported incident includes an allegation of physical violence or of a threat of physical violence, it is possible that the alleged perpetrator will be excluded from campus until the outcome of the investigation. Where this is deemed necessary, it will be as a safety precaution, not as a penalty, and will infer no presumption of guilt. Part of the response to a disclosure will be explaining to the individual how they can take out a complaint. These policies are outlined in Section 9, below.
- 6.4 Any member of staff who receives a disclosure will not be involved with any subsequent investigation following the disclosure and will, where possible, be available to continue to support the individual. In some situations, we may need to arrange for alternative support to be put in place if a staff member becomes unable to provide ongoing support.
- 6.5 Where an individual decides to take out a complaint with allegations of GBV against a member of staff these will be dealt with initially through the Grievance Procedure. As part of this process, any allegations made will be clearly set out with all parties provided with the opportunity to state their case or respond to allegations, having due regard to the ability of the complainant to participate in the process.
- 6.6 Where a complaint with allegations of GBV against students is made it will be dealt with under the Code of Practice on Student Discipline (non-academic).
- 6.7 In any internal investigation the standard of proof that the University will apply is the balance of probabilities. This means that the University must decide whether it is more likely than not that the alleged misconduct took place. This is in contrast to the approach taken in the criminal justice system, where a higher standard of proof is needed, namely 'beyond reasonable doubt'.
- 6.8 The University will ensure that staff or students who have allegations made against them will be signposted to appropriate support or agencies.

- 6.9 Where the relevant Staff or Student Policy does not apply (including but not limited to agency workers contractors, etc.), the University shall take appropriate steps to ensure that the matter is dealt with appropriately.

7 Criminal Investigation into Allegations of GBV

- 7.1 Where criminal investigations have been instigated against a member of staff or student alleged to have been involved in an incident of GBV the University may, where appropriate, conduct its own disciplinary investigation into these allegations in parallel to the ongoing criminal investigation. The University may, however, pause the internal investigation, pending the outcome of any criminal investigation. More details on the precise approach taken can be found in the appropriate policies, detailed in Section 9.
- 7.2 The University will assist the police as far as possible with safety planning and risk management measures to ensure the protection on campus of a member of staff or student who has experienced GBV. The University will also conduct its own assessment of risk and implement any necessary additional protections for the member of staff or student.

8 RECEIVING A DISCLOSURE

- 8.1 Any member of staff could be the recipient of a disclosure of GBV. The University recognises that this can be a difficult situation for both the person who has experienced the incident and for the recipient of the disclosure. Staff are reminded of the resources available to support them that can be [found on our website](#).
- 8.2 Staff who receive a disclosure should discuss the situation confidentially with [Human Resources](#) (in cases involving staff) or [Student Support Services](#) (in cases involving students) to access advice and support on dealing with the situation. Staff may escalate a situation if they believe that the individual making a disclosure or someone else is at immediate risk of harm.

9 Links with University of Aberdeen policies

- 9.1 This policy should be read in conjunction with other University of Aberdeen policies including:
- [University of Aberdeen and Aberdeen University Students' Association Relationship Agreement](#).
 - [Staff Disciplinary Procedure](#)
 - [Staff Grievance Procedure](#)
 - [Code of Practice on Student Discipline \(Non-Academic\)](#)
 - [Ethical Framework on the Boundaries of Confidentiality](#).
 - [Whistleblowing Policy and Procedure](#)
 - [Complaints handling Procedure](#)
 - [Staff/Student Relationships](#)
 - [Staff/Staff Relationships](#)
 - [Dignity at Work](#)
 - [Equality, Diversity and Inclusion Policy](#)

10 Policy Review

- 10.1 Many of the policies noted in Section 9 will be reviewed following the initial approval of this policy and as a result it is likely additional changes will be needed to this policy. As a result, this policy will be reviewed one year after its initial implementation to incorporate these changes and then every two years thereafter, in line with our standard policy review processes. However, feedback on the policy can be passed to the Director, or Deputy Director, of People at any time.

Appendix 1

INTERNAL SOURCES OF SUPPORT - STAFF

The following provides details on some of the main services available at the University to support staff members who have been a victim of GBV or wish to disclose misconduct against a staff or student:

Human Resources

Are available to advise and assist with any queries.

<http://www.abdn.ac.uk/staffnet/working-here/hr-employment-services-3031.php>

Occupational Health

The Occupational Health service for the University is provided by Iqarus
<https://www.iqarus.com/contact-us>

All staff are entitled to consult the service for advice on health matters. Occupational Health focuses on the prevention of ill-health and promotion of health at work and provides advice so that health related problems are effectively managed.

The service is staffed by occupational health physicians and advisers. All consultations are in strict medical confidence.

<http://www.abdn.ac.uk/staffnet/working-here/occupational-health-1189.php>

Employee Assistance Programme (EAP)

The University offers staff an Employee Assistance Programme (EAP) which provides counselling and information services. The EAP is provided by Care First and staff can contact them about work related or personal issues as well as for general information or advice, such as in relation to legal or financial queries or concerns.

Care First is available 24 hours a day, 7 days a week. They can be contacted on the freephone number 0808 168 2143. Online information and counselling are available on the Lifestyle website:

<http://www.carefirst-lifestyle.co.uk>

Username: aberdeen

Password: employee

Trade Unions

The University of Aberdeen has three recognised trade unions, [*UCU*](#), [*Unite*](#) or [*Unison*](#). There are members across all grades and professions, in all sections and all schools, and at all levels of the University including senior management. The University is positive about trade union involvement and it puts time and resources into recognised union activity.

Workplace Dignity Network

The Workplace Dignity Network aims to provide support to staff who would like to chat through wellbeing concerns. This could be in relation to bullying/harassment, stress, work relationships, work/life balance or mental health issues. The Coordinators are a listening ear. Sometimes it just helps to share an issue and discuss it. The Coordinators can also signpost you to other sources of support which you may not have considered previously.

<https://www.abdn.ac.uk/staffnet/working-here/wellbeing-portal/workplace-wellbeing-11651.php#panel11794>

Employee Wellbeing

The resources within this page are here to help and support your mental health and wellbeing

<https://www.abdn.ac.uk/staffnet/working-here/wellbeing-portal/physicalhealth-10503.php>

INTERNAL SOURCES OF SUPPORT – STUDENTS

Student Advice & Support Team

The Student Advice & Support Team offer impartial and confidential advice and support on a range of issues, including personal, academic, money matters, disabilities and specific learning difficulties, visas and immigration matters, mental health and wellbeing, and more.

If you require support or wish to speak with a Student Support Adviser, please email student.support@abdn.ac.uk If you require an appointment, please include your telephone number in your email and you can be offered a 'remote meeting' by telephone or Microsoft Teams.

<https://www.abdn.ac.uk/students/student-life/student-advice-and-support.php>

University Counselling Service

Currently operating 'virtually' for students and staff residing in the UK, using MS Teams. There is no waiting list at the Counselling Service, so you will be offered an appointment quite soon after you email to get in touch. You will be offered one appointment at the time you need to talk, rather than a block of future appointments. This does not mean you are limited to only one appointment; it just means that you book one appointment at a time. Many students and members of staff find that one appointment is all they need for now; others return– it is all about what works best for you.

Email: counselling@abdn.ac.uk for an appointment

<https://www.abdn.ac.uk/students/support/counselling-3635.php#panel5318>

Multi-Faith Chaplaincy

The multi-faith chaplaincy provides pastoral care, support and advice to all members of the University community. Everyone is welcome and you do not need to have a faith to visit. They want to share and nourish the vibrant multicultural campus.

<https://www.abdn.ac.uk/students/support/spirituality-3399.php>

Appendix 2

External Sources of Support

If you or someone you are with are in immediate danger, please contact the Police on 999.

Organisation	Contact details	Description
Police Scotland	<p>For emergencies: 999 Non emergencies: 101</p> <p>You can also contact your local police station: https://www.scotland.police.uk/police-stations/north-east/</p> <p>Or you can use the Police Scotland's online Domestic Abuse form: https://www.scotland.police.uk/secureforms/domestic-abuse/</p>	<p>For more information visit:</p> <p>https://www.scotland.police.uk/keep-safe/advice-for-victims-of-crime/domestic-abuse/reporting-domestic-abuse/</p>
<p>Aberdeen Cyrenians:</p> <p>Domestic Abuse Support and Accommodation Project (DASAP)</p>	<p>Telephone: 01224 625732</p> <p>Email: dasap@aberdeen-cyrenians.org</p> <p>Address: 62 Summer Street, Aberdeen AB10 1SD</p>	<p>DASAP offers support to women, men and families who are experiencing domestic abuse.</p>
Grampian Women's Aid	<p>Telephone: 01224 5933981 (Monday – Friday)</p> <p>Email: info@grampian-womens-aid.com</p> <p>Website: https://www.grampian-womens-aid.com/</p> <p>Address: 25 Greenfern Road, Mastrick, Aberdeen. AB16 6TS</p>	<p>Grampian Women's Aid offers a free, confidential and non-judgemental, specialist service to women, children and young people in Aberdeen and Aberdeenshire who have experienced domestic abuse.</p>
Scotland's Domestic Abuse and Forced Marriage Helpline	<p>Telephone: 0800 027 1234</p> <p>Email: helpline@sdfmh.org.uk</p> <p>Website: https://sdfmh.org.uk/</p>	<p>Helpline is to support anyone with experience of domestic abuse or forced marriage, as well as their family members, friends, colleagues and professionals who support them. They provide a confidential, sensitive service to anyone who calls them.</p>
Shakti Women's Aid	<p>The closest Shakti outreach office to Aberdeen is in Dundee.</p> <p>Website: https://shaktiedinburgh.co.uk/</p>	<p>Shakti Women's Aid helps BME women, children and young people who are experiencing, or</p>

	<p>Telephone: 01382 207 095 Domestic Abuse Helpline: 0800 027 1234</p> <p>Email: info@shaktiedinburgh.co.uk</p> <p>Address: Dundee Women's Aid, Enterprise House, 45 North Lindsay Street, Dundee, DD1 1PW.</p>	who have experienced domestic abuse.
Amina Muslim Women's Helpline	<p>The closest Amina office to Aberdeen is in Dundee.</p> <p>Address: 1/3 6 Whitehall Crescent Dundee, DD1 4AU</p> <p>Helpline: 0808 801 0301 (Monday to Friday 10am – 4pm)</p> <p>Email: info@mwrc.org.uk</p> <p>Website: https://mwrc.org.uk/</p>	Amina offers a range of tailored support services for women on a one- to-one basis e.g. a national 'listening ear' helpline which also offers Islamic advice through a scholar, employability guidance, befriending, as well as through peer group support e.g. violence against women 'self-healing' workshops.
Scottish Women's Aid	<p>24 Hr Domestic Abuse and Forced Marriage Helpline: 0800 027 1234</p> <p>Email: helpline@sdafmh.org.uk</p> <p>Website: https://womensaid.scot/</p>	Scottish Women's Aid is the lead organisation in Scotland working towards the prevention of domestic abuse. They play a vital role coordinating, influencing and campaigning for effective responses to domestic abuse.
Rape Crisis Grampian	<p>Email: info@rapecrisisgrampian.co.uk</p> <p>Telephone: 01224 590932 (See website for opening times) Rape Crisis Scotland Freephone: 08088 010302 (Open daily 6pm to midnight)</p> <p>Website: http://www.rapecrisisgrampian.co.uk</p> <p>Address: 112 Crown Street Aberdeen AB11 6HJ</p>	Rape Crisis Grampian (RCG) provides support to people, over the age of 13 years, who have been subjected to sexual violence at any time in their lives.
Aberdeen City Council Housing Advice Service	<p>Homelessness out of hour helpline: 0800 917 6379</p> <p>Website: https://www.aberdeencity.gov.uk/services/housing/homelessness/homelessness-advice-and-support</p>	This emergency service operates from 5pm to 8.30am Monday to Friday. During weekends and public holidays they provide a 24 hour service. The website also has links to other local support services including: health, drugs, housing and debt.

North East Sensory Services	<p>Telephone: 0345 271 2345</p> <p>Text number: 07593 102 004</p> <p>Email: info@nesensoryservices.org</p> <p>Website: https://www.nesensoryservices.org/</p> <p>Address: North East Sensory Services 21 John Street Aberdeen AB25 1BT</p>	An independent charity delivering joint sensory services in Scotland. They deliver information, equipment and support. Their primary remit is not domestic abuse but will be able to signpost and support citizens to access further information.
FearFree	<p>Email: fearfreeinfo@sacro.org.uk</p> <p>Website: https://fearfree.scot/</p> <p>Address: 29a Albany Street Edinburgh, EH1 3QN</p>	Support for people experiencing domestic abuse in Scotland who identify as a man or a member of the LGPT+ community . Support offerings include: safety planning, emotional support, advocacy, mentoring and practical support
Fearless	<p>Phone: 0131 624 7266</p> <p>https://fearless.scot/</p>	Fearless works with survivors of domestic abuse, and reaches out to those less inclined to access domestic abuse services, this includes those from BAME community and the LGBT+ community
National Stalking Helpline	<p>Helpline: 0808 802 0300</p> <p>Stalking helpline enquiry form: https://www.suzylamplugh.org/forms/national-stalking-helpline-enquiry-form</p> <p>Website: https://www.suzylamplugh.org/Pages/Category/national-stalking-helpline</p>	The website has a range of links, information and advice including; stalking and criminal law.
Citizens Advice Scotland Gender Violence information	<p>Website: https://www.citizensadvice.org.uk/scotland/law-and-courts/gender-violence1/</p>	A good national overview of different support for Gender based violence including: Female genital mutilation, domestic abuse, rape and sexual offences
Men's Advice Line	<p>0808 801 0327 (Monday to Friday 9am to 5pm)</p> <p>Email: info@mensadvice.org.uk</p> <p>www.mensadvice.org.uk</p>	UK helpline for men experiencing domestic abuse.
LGBT Helpline Scotland	<p>www.lgbthealth.org.uk/services-support/helpline</p> <p>Helpline: 0300 123 2523 (Tuesdays and Wednesdays, 12 noon to 9 pm)</p>	A national helpline providing information and emotional support to LGBT+ people, their families, friends and supporters. Provides support to LGBT+ people who have experiences domestic abuse.

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Author / Creator	Lindsey Hamilton / Nick Edwards
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Date for Next Review	Reviewed Feb 2023 Next Review November 2023
Audience	<i>Staff and Students</i>
Related	<i>AUSA agreement, Disciplinary Procedure, Grievance Procedure, Code of Practice on Student discipline, Ethical Framework on Boundaries of Confidentiality, Whistleblowing, Complaints, Staff/Student Relationships, Staff/Staff relationships, Dignity at work, Equality, Diversity, Inclusion</i>
Subject / Description	Gender Based Violence and Sexual Harassment
Equality Impact Assessment	
Section	Equality, Diversity, Inclusion
Theme	Addressing GBV and Sexual Harassment
Keywords	Gender Based Violence and Sexual Harassment, Reporting, Support, Report Support, Equality, Diversity, Inclusion, Dignity at Work