



The University
of Manchester

MANCHESTER
1824

thinkdifferently*
equality & diversity

“It is vital that we create an environment within the University in which demeaning, destructive, unlawful behaviours can be identified early and managed effectively, and in which those victimised are provided with support and assistance as early as possible. We need to foster an environment in which there is no tolerance of discriminatory or harassing behaviour from any member of staff or any student.”

Alan Gilbert

Professor Alan Gilbert
President and Vice Chancellor

Further information

For more information about the policy or procedure, Harassment Advisors or Mediators, please see
www.manchester.ac.uk/dignity

Or contact the
Equality and Diversity Team:
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Dignity at Work and Study

What is harassment, discrimination and bullying?

Harassment

is unwanted conduct which has the effect (intentionally or unintentionally) of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment which interferes with an individual's learning, working or social environment or induces stress, anxiety or sickness on the part of the harassed person.

Discrimination

takes place when an individual or a group of people is treated less favourably than others because of their race, gender, gender reassignment, marital status, status as a civil partner, disability, age, religion or belief, sexual orientation or other factors unrelated to their ability or potential.

Bullying

can be defined as repeated or persistent actions, criticism or personal abuse, either in public or private, which (intentionally or unintentionally) humiliates, denigrates, undermines, intimidates or injures the recipient.

I think I'm being bullied and harassed, what can I do?

If you believe that you are being bullied or harassed, you can contact a Harassment Advisor. Harassment Advisors provide confidential support and information to staff and students on the University's policy and will be able to explain the options available to you.

What happens after mediation?

If the mediation process hasn't been successful, or either party decides not to take part, you can make a formal complaint. An independent investigation will then be carried out and a decision will be made as to whether the complaint should be upheld and whether to refer for consideration under the disciplinary procedures. If you are not happy with the outcome, you also have the right to appeal.

What happens next?

With the support of another colleague, fellow student or Harassment Advisor, you may feel able to resolve your complaint through speaking informally with the respondent. If this doesn't feel possible, or it hasn't worked, then an alternative is mediation. Mediation is an informal and private process. A trained Mediator will work as an intermediary with you and the respondent to help you to reach an agreed solution.

What happens if I am accused of bullying or harassment?

If you are accused of bullying or harassment you can contact a Harassment Advisor. Harassment Advisors are there to provide confidential support and information to staff and students on the University's policy and will be able to explain the options available to you. What happens next will depend on the person who has accused you but it is hoped that you will be able to find a resolution with the support of the Harassment Advisor or through mediation.