

Anti-Bullying and Harassment

Anti-Bullying Week, 15 - 19 November 2021

The University and the Department, does not tolerate any form of bullying, harassment or victimisation and expects all members of the University community, its visitors and contractors to treat each other with respect, courtesy and consideration.

We would like to mark Anti-Bullying week by acknowledging that although we have made progress in this area, there is more work to be done.

Please visit our **Anti-Bullying and Harassment website page** to find out more about what support is available.



Upcoming Training!

- **8th December 2021** - Understanding and dealing with workplace bullying and harassment – guidance for NDM managers.
Details on how to book coming soon

University Staff Experience Survey 2021 - facts

- 10% of respondents said they had experienced bullying or harassment over the last year.
- 37% of respondents who said they have been bullied or harassed, had also reported it.

Report it!

To make a difference and change our culture for the better, we encourage anyone who feels they are experiencing bullying or harassment to please report it. The Department and University takes all allegations of harassment seriously. By its very nature, cases must be dealt with both sensitively and confidentially. We can assure staff that we apply the full rigour of the policy, as appropriate.

Raising Awareness and Skills Training

As part of our efforts to reduce bullying, we regularly run awareness raising initiatives and skills training sessions for staff and managers. Feedback has been extremely positive. Some recent training sessions have included:

- Challenging Behaviour: Dealing with bullying and harassment in the workplace (re-established since 2019), recommended for new staff.
- **Responsible bystander workshop (held June & October 2021), recommended for all NDM staff.**
- Understanding and dealing with workplace bullying and harassment (available since June 2021), guidance for NDM managers.
- **Mandatory courses for all new starters include Equality and Diversity and Unconscious Bias training, and Managing People for new line managers.**

Please visit the University **EDU website** for training and guidance.

HARASSMENT ADVISORS

If you feel you are being bullied it is important that you talk to someone and seek advice as soon as possible.

We have increased the number of Harassment Advisors across NDM. These individuals are part of the University's confidential harassment advisor network and are trained to listen and confidentially support those who feel they are being bullied.

A list of Harassment Advisors, and their contact details can be found on our **NDM Anti-Bullying and Harassment** webpages.

We would also encourage you to make yourself familiar with the **University Policy and Procedure on Harassment and Bullying**. This will explain the process that will be followed to resolve issues both formally and informally.

Should you want to speak with an advisor who does not work in NDM, the Harassment Line can find an alternative advisor for you.

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