



## **Policy for Preventing and Addressing Bullying Harassment and Sexual Misconduct**

### **1. Introduction**

The University of Cumbria's values articulate our commitment to mutual respect and understanding and place an emphasis on underpinning all our practices with trust and honesty.

The University is committed to providing a positive work and study experience for all of our stakeholders, which includes a zero-tolerance approach to bullying, harassment or sexual misconduct. We pro-actively seek to ensure that this commitment is reflected in the behaviour and practices of our university community.

Our university community of students, staff, partner organisations and the Student's Union is diverse and our students study on our campuses, in their workplace, flexibly, remotely, on-line and through our educational partnerships. Our T2030 strategy recognises that our approach to their varied needs and expectations will need to reflect this.

The University's Codes of Conduct for staff and students provide the frameworks of behaviours and standards within which employees and students are expected to conduct themselves. The Codes articulate a range of expected behaviours although they are not intended to be exhaustive. The Codes apply to all employees and students respectively. All students and employees are required to be honest, have integrity and be respectful of other members of our university community. Students and employees are also ambassadors who can enhance the reputation of the University.

Bullying, harassment and sexual misconduct have a detrimental effect on the health, confidence, morale and performance of those affected. The University takes issues of bullying, harassment and sexual misconduct seriously and is committed to taking action where concerns are raised. This policy is designed in line with the Office for Student guidelines on free speech, which stands for the widest possible definition of freedom of speech: anything within the law.

### **2. Purpose**

The University aims to promote a culture where harassment, sexual misconduct or bullying of any student or employee is unacceptable.

This policy sets out the expectations of behaviour of our staff and students and provides approaches for dealing with allegations of bullying, harassment and sexual misconduct. It aims to protect students, employees and all connected with the University from sexual harassment and inappropriate behaviour.

The policy aligns with the requirements of the Equality Act 2010 and the OFS Conditions of Registration (E6)

### 3. Scope

The definitions, policy principles and roles and responsibilities outlined within this policy apply to any student enrolled on a course of study with the University of Cumbria whether or not the enrolment leads to a final award, wherever the student is based and regardless of the level or mode of study.

The definitions, policy principles and roles and responsibilities outlined within this policy also apply to all University employees.

For the purposes of this Policy, 'employees' are defined as any individual either employed or engaged by the University on a paid or unpaid basis to carry out work for the University under any type of employment contract. This includes:

- Students undertaking paid or unpaid work
- People designated as workers for the University.
- Agency workers and honorary appointments
- People working on a voluntary basis at the University and those working as contractors are also bound by the terms of this Policy as is any person engaged with or representing the University.

This policy is designed to cover instances or alleged instances of Sexual Harassment. Consensual relationships and interactions between Students, Staff and third parties are covered in the Professional Relationships between Employees and Others Policy.

Any student who believes they, or another student is being bullied or harassed by another University of Cumbria student or employee, and any student who may be the subject of such an allegation, should also refer to the advice and guidance set out in the Student Prevention of Bullying Harassment and Sexual Misconduct Procedures.

Concerns regarding instances of allegations of alleged staff misconduct related to this policy will be dealt with under the Staff Prevention of Bullying Harassment and Sexual Misconduct Procedures.

Disclosures that are not about a University of Cumbria student or employee, for example concerns about a colleague within an apprentice's workplace setting, need to be directed to the relevant organisation for consideration.

### 4. Policy

The University of Cumbria holds the following set of principles to reflect its commitment to establishing a culture of support and respect. All members of the university community have a responsibility for upholding the principles that are as follows:

All students and employees deserve the opportunity to study, learn, work and live in an environment free of all forms of bullying, harassment or sexual misconduct.

We will treat all members of our community with dignity and respect at all times, and it is expected that all members of our community will share in this responsibility for creating and sustaining an environment which upholds the dignity of all.

We recognise the significant impact of all experiences of bullying, harassment and sexual misconduct, and acknowledge the potential detriment to a student's or employee's wellbeing regardless of when the experience occurred.

We will work to sustain an equal and safe environment in which a culture of prevention will be promoted through appropriate and consistently applied education and training. All University staff will be informed of the policy and procedure and will be trained as appropriate to their roles.

Any member of the University is encouraged to formally report cases of bullying harassment or sexual misconduct, whether they are the recipient of the behaviour or are witness to it, as soon as reasonably practicable.

The University will take all allegations and reports seriously and will respond to all reports of bullying, harassment, and sexual misconduct promptly, and, whilst recognising that some experiences may constitute a criminal offence, we will ensure that in all cases reports are carefully and thoughtfully addressed by relevant employees through a process that is transparent and clearly communicated to the individuals involved.

The University is committed to putting the reporting party at the heart of the process (unless for legal reasons reporting has to be carried out without their consent). We will respect the right of the individual disclosing an experience to choose how to take forward a disclosure. Whilst 3rd party or bystander reports may be submitted, and will be considered, these will only be taken forward as a formal report with the consent of the individual involved.

Where a crime has allegedly been committed the reporting party is encouraged to report the incident to the police. Where the police are involved internal University procedures may be put on hold, although the responding party may be suspended from all or part of the University, until the outcome of external investigations and/or criminal proceedings is known. The University reserves the right to refer matters to the police where a criminal act may have occurred against the University.

Any investigation that the university undertakes will not conclude a criminal outcome, the focus of the process is to determine whether the reported behaviours have breached the respective student or employee Code of Conduct.

Confidentiality will be maintained, where possible, throughout the disclosure, reporting and investigative procedure in recognition of the sensitive nature of sexual misconduct matters. As such, information will usually only be shared with relevant individuals/entities (who may be internal or external to the University, e.g. internal counsellors, witnesses, external experts from specialist agencies like Rape Crisis, sexual assault referral centres or the police) with the agreement of the reporting party. The University reserves the right, and may be under an obligation, to share information in exceptional circumstances where such disclosure is necessary to protect any individual or the wider University community from harm or to prevent a crime from taking place. Throughout all proceedings, the University will act in compliance with the General Data Protection Regulation (GDPR) and Data Protection Act 2018.

The University is committed to providing support for members of its community affected by the issues covered by this policy. Support information is outlined on the You Report We Support pages and includes internal and external support providers.

We will work with local partners and key groups to forge positive relationships to support all our work in this area.

In addressing experiences and working with both internal and external experts, we will:

- commit to publishing the number of cases that have been dealt with each year;
- seek to learn from each experience, reflecting this learning in our policy and process development;
- respond to national policy and practice;

- provide regular assurance to the Vice Chancellors Directorate, Board of Directors and the wider University community, that specific incidents and broader cultural issues are appropriately captured and addressed.

## 5. Roles and Responsibilities

• Role	• Responsibilities
• Vice Chancellor's Executive	<ul style="list-style-type: none"> <li>• Publicly acknowledge the existence of sexual harassment, misconduct and bullying by:</li> <li>• Committing to prioritise this work</li> <li>• Prohibiting the use of Non- Disclosure Agreements in relation to cases of bullying, harassment or sexual misconduct.</li> <li>• Ensuring that ownership, scrutiny and accountability for progress in this area are visibly held by the Vice-Chancellor and Executive Team.</li> <li>• Recognising the benefits of taking active steps to address harassment, and the risk and cost of inaction.</li> <li>• Demonstrating commitment to providing resources to drive organisational change by investing in support and education to build an understanding of trauma among employee and university counselling services, so that disclosures are responded to safely and effectively</li> <li>• Providing the Board of Directors with information and evidence on the University's commitment to tackling harassment.</li> <li>• Embedding policies into institutional governance and reporting structures, to support sustainability and consistency by ensuring the agenda is addressed in a cross-cutting way across the university</li> </ul>
• Vice Chancellor's Directorate	<ul style="list-style-type: none"> <li>• Modelling a culture of respect, equality and fairness, challenge behaviour that does not uphold the organisation's values</li> <li>• Being proactive and clear in communicating the processes for students and employees to incidents and seek support.</li> <li>• Communicating actions taken to eradicate harassment to the broader university community.</li> <li>• Empower students and staff to speak out and to take part in training to tackle unacceptable behaviours.</li> <li>• Embedding the responsibility to eliminate harassment into the University's culture, knowledge and practice</li> </ul>
• Student Services	<ul style="list-style-type: none"> <li>• To ensure appropriate disclosure, reporting and support services for students are in place</li> <li>• Build partnerships with specialist sexual violence, domestic abuse and hate crime agencies</li> <li>• Report on trends and types of cases, and the impact of policies on the student/employee experience</li> <li>• Working with the student body, including the students' union, to raise awareness and actively participate in creating culture change across the whole University.</li> </ul>

<ul style="list-style-type: none"> <li>• Academic Registry</li> </ul>	<ul style="list-style-type: none"> <li>• Report on trends and types of cases, and the impact of policies on the student/employee experience</li> <li>• Management of the investigation of reported cases through the relevant procedure</li> </ul>
<ul style="list-style-type: none"> <li>• People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>• To ensure appropriate disclosure, reporting and support services for employees are in place</li> <li>• To ensure that the policy is readily available and that employees are aware of the expected standards of behaviour.</li> <li>• To provide assistance, support and guidance to managers on its application and identifying and developing any associated training needs.</li> <li>• Management of the investigation of reported cases through the relevant procedure.</li> <li>• To review and monitor the operation and effectiveness of the policy and procedure.</li> <li>• To ensure compliance with legal obligations.</li> <li>• To record the number of complaints and associated outcomes and the time taken to resolve allegations.</li> </ul>
<ul style="list-style-type: none"> <li>• Managers</li> </ul>	<ul style="list-style-type: none"> <li>• To ensure employees are made aware of this policy and associated student and staff procedures.</li> <li>• To comply with the policy themselves.</li> <li>• To deal with relationship issues sensitively.</li> <li>• As a duty of care, to take action on concerns raised by employees.</li> <li>• To raise concerns about their own support needs or problematic/potentially problematic relationships with their direct reports as soon as possible</li> <li>• To ensure any allegations of incidents made to them are considered and actions are implemented as appropriate.</li> <li>• To ensure such allegations are documented and raised with the People &amp; Culture team at the earliest possible opportunity.</li> <li>• Support employees who have received reports and disclosures</li> </ul>
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• To be aware of, and comply with, the policy, associated procedures and other university policies such as the Safeguarding Policy</li> <li>• To raise concerns about their own support needs as soon as possible.</li> <li>• To ensure they are conducting themselves professionally and appropriately</li> <li>• To raise concerns about problematic or potentially problematic relationships with their line manager, involving any combination of either themselves, colleagues or students.</li> <li>• To remain within the boundaries of their role and involve specialist student or employee support mechanisms as appropriate</li> </ul>
<ul style="list-style-type: none"> <li>• Students</li> </ul>	<ul style="list-style-type: none"> <li>• To be aware of, and comply with, the policy and other university policies such as the Safeguarding Policy and the Student Code of Conduct and Student Disciplinary Policy.</li> <li>• To raise concerns about their own support needs as soon as possible.</li> <li>• To ensure they are conducting themselves in line with the Student Code of Conduct</li> </ul>

	<ul style="list-style-type: none"> <li>To engage fully with the Disciplinary process as required.</li> </ul>
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## 6. Related Policies and Procedures

This Policy should be read in conjunction with the following University documents, policies and guidance:

- University Disciplinary Policy
- University Equality Diversity and Inclusion Policy
- University Freedom of Speech Code of Practice
- University Grievance Policy
- University Professional Relationships between Employees and Others Policy
- Public Interest Disclosure (Whistleblowing) Policy
- Employee Code of Conduct
- University Student Code of Conduct
- Student Disciplinary Policy
- Student Complaints Policy
- Safeguarding and Prevent – Policy and Procedure
- Office for Students statement of expectations for preventing and addressing harassment and sexual misconduct affecting students in higher education.
- Office for Student guidance on free speech.
- Human Rights Act (1998) and the Equality Act (2010)

## 7. Publication, Implementation & Review

This policy will be published, in accordance with the requirements of the OFS Condition of Registration (E6) on the University's "Single Comprehensive Source of Information" web pages which are externally accessible.

All University staff will be informed of the policy and procedure and will be trained as appropriate to their roles.

All students will be required to complete training to inform them of the contents of this policy and to ensure they understand behaviour that may constitute harassment and/or sexual misconduct.

This policy will be reviewed every 3 years or as legislative updates required.

This policy is approved via People Performance and Culture sub committee of the University Board.

## 8. Appendices

*Appendix 1: Definitions*

*Appendix 2 Procedure for Employees*

*Appendix 3: Procedure for Students*

## 9. Document Control Information

<b>Document Name</b>	<b>Policy for Preventing and Addressing Bullying Harassment and Sexual Misconduct</b>
<b>Owner</b>	Emma Bales Director of Student Services

	Zoe Pluckrose Norman Director of People and Culture
<b>Document Location</b>	Policy Hub and the Single comprehensive source of information
<b>Lead contact</b>	
<b>Approved By</b>	
<b>Latest Approval Date</b>	[Day/month/year]
<b>Date for Next Review</b>	June 2028
<b>Related University Policy Documents</b>	<ul style="list-style-type: none"> <li>• University Disciplinary Policy</li> <li>• University Equality Diversity and Inclusion Policy</li> <li>• University Grievance Policy</li> <li>• University Professional Relationships between Employees and Others Policy</li> <li>• Public Interest Disclosure (Whistleblowing) Policy</li> <li>• Employee Code of Conduct</li> <li>• University Student Code of Conduct</li> <li>• Student Disciplinary Policy</li> <li>• Student Complaints Policy</li> <li>• Safeguarding and Prevent – Policy and Procedure</li> <li>• Office for Students statement of expectations for preventing and addressing harassment and sexual misconduct affecting students in higher education.</li> <li>• Office for Student guidance on free speech.</li> <li>• Human Rights Act (1998) and the Equality Act (2010)</li> </ul>
<b>Version Number &amp; Key Amendment</b>	<p>1.1 12.7.24 removed reference to Student Complaints Policy and use of the term "complaint/s" in relation to student procedures</p> <p>2.0 30.4.25 Review and update to ensure alignment with new OFS Condition of Registration (E6), consolidation of staff and student policies, transfer into new policy framework template</p>
<i>For Office Use – Keywords for search function</i>	

## **Appendix 1: Definitions**

### **Abuse of power**

An abuse of power is where someone uses their position of power or authority in an abusive and unacceptable manner. Abuse of power can take various forms and may include, but is not limited to manipulation, coercion, or pressuring someone to do something which may be illegal or against the rules, or something which they are not comfortable with. Abuse of power may also occur in the context of a close personal or intimate relationship.

### **Bullying**

Bullying can be defined in many ways but is generally behaviour that is identified as a misuse of power.

According to ACAS guidance, bullying is intimidating, hostile, degrading, humiliating or offensive behaviour, through means which have the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, or humiliating environment. Bullying usually involves a repeated course of conduct.

This may make the recipient feel upset, threatened, humiliated or vulnerable and undermines self-confidence. Bullying behaviour is not necessarily always obvious or apparent to others.

Bullying can also happen from staff towards someone more senior, for example a manager. This is sometimes called 'upward bullying' or 'subordinate bullying'.

Bullying is not unlawful but harassment based upon any of the protected characteristics, as detailed in the Equality Act 2010, is unlawful.

### **Consent**

Consent is agreeing by choice and having the freedom and capacity to make that choice. The person seeking consent should always take steps to ensure that consent is freely given, that it is informed and recognises that it can be withdrawn at any time.

#### **Freedom to consent:**

A person is free to make a choice if nothing negative would happen to them if they said no. For example, a person may not feel free to make a choice if:

- they are being threatened with violence (by the perpetrator and/or by someone else);
- they are being threatened with humiliation;
- they believe that the continuation or assessment of their studies, or progression or advancement of their career, will be at risk if they refused;
- they are being blackmailed;
- there is a significant power imbalance and the party without power feels pressured to continue in the relationship against their will.

#### **Capacity to consent:**

Capacity is about whether someone is physically and/or mentally able to make a choice and to understand the consequences of that choice. For example, a person does not have the capacity to give consent if:

- they are drunk or under the influence of drugs - this means someone may still be physically able to have sex but they may not be able to consent;
- they are asleep or unconscious;
- a person may also not have capacity to give consent if they have, for example, a cognitive or learning difficulty, a disability which impairs their speech, or are experiencing a mental health crisis.



## **Disclosure**

Disclosure, for the purposes of this Policy and procedure, involves an individual choosing to tell anyone who is part of the University, about their experience of bullying, harassment or sexual misconduct. Unlike Reporting, Disclosure does not necessarily trigger an investigation or action, but it would lead to support being offered.

## **Discrimination**

The Equality Act 2010 states that it is against the law to treat any person unfairly or less favourably on the basis of a protected characteristic, those being: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex or sexual orientation

## **Grooming**

Grooming can be defined as a gradual process that someone in a position of power uses to manipulate someone to do things they may not be comfortable with and to make them less likely to reject or report abusive behaviour. Grooming will initially start as befriending someone and making them feel special and may result in sexual abuse and/or exploitation.

## **Harassment as per the Equality Act 2010**

The Equality Act 2010 defines 3 types of harassment:

- i. harassment as unwanted conduct related to a relevant protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.
- ii. sexual harassment which is unwanted conduct of a sexual nature where this has the same purpose or effect as the first type of harassment
- iii. treating someone less favourably because they have either submitted to or rejected sexual harassment, or harassment related to sex or gender reassignment

The conduct may be persistent or an isolated incident and can be physical, verbal or non-verbal.

The key is that the conduct is viewed as demeaning and unacceptable to the recipient.

## **Reporting**

Reporting is the formal process of informing the University of an incident of bullying, harassment or sexual misconduct experienced or witnessed by an individual for the purposes of seeking support and/or initiating an investigation process under the Student Code of Conduct and Disciplinary procedures (different from Disclosure).

## **Reporting party**

The Reporting Party is the person(s) who witnessed or was subject to the alleged incident of bullying, harassment or sexual misconduct.

## **Responding party**

The Responding Party is the person(s) whose behaviour it is alleged amounted to an incident of bullying, harassment or sexual misconduct.

## **Sexual misconduct**

Sexual misconduct is a form of harassment and is unacceptable behaviour of a sexual nature. It can include: sexual harassment; sexual violence; intimate partner violence; sexual assault; grooming; coercion or bullying with sexual elements; sexual invitations and demands; sexual comments; sexual non-verbal communication; creation of atmospheres of discomfort; and promised resources or advancement in exchange for sexual access.

Offensive acts and behaviours of sexual misconduct that may result in disciplinary action include (this list is illustrative and not exhaustive):

- sexual intercourse or engaging in a sexual act without consent
- attempting to engage in sexual intercourse or engaging in a sexual act without consent
- sharing private sexual materials of another person without consent
- kissing without consent
- touching inappropriately through clothes without consent
- inappropriately showing sexual organs to another person
- repeatedly following another person without good reason
- making unwanted remarks of a sexual nature

An individual can experience sexual harassment from someone of the same or different gender identity or sexual orientation and the recipient of the behaviour decides whether or not it is unwanted.

### **Sexual violence**

A non-legal term used as an umbrella term to refer to and include the different sexual offences of rape, sexual assault by penetration and sexual assault. These are part of the criminal law and are found in the Sexual Offences Act 2003.

### **Rape**

A rape is when a person uses their penis without consent to penetrate the vagina, mouth, or anus of another person. Legally, a person without a penis cannot commit rape, but a female may be guilty of rape if they assist a male perpetrator in an attack.

### **Sexual Assault**

Sexual assault is where one person intentionally touches another person sexually without their consent. The touching can be done with any part of the body or with an object.

### **Assault by penetration**

Assault by penetration is where a person intentionally penetrates the vagina or anus of another person with any part of their body or an object without that person's consent. The penetration has to be sexual.

### **Stalking**

Following a person, watching or spying on them or forcing unwanted contact with the victim through any means, including social media. The effect of such behaviour is to curtail a victim's freedom, leaving them feeling that they constantly have to be careful. In many cases, the conduct might appear innocent (if it were to be taken in isolation), but when carried out repeatedly so as to amount to a course of conduct, it may then cause significant alarm, harassment or distress to the victim.

## **Appendix 2 Procedure for Employees**

### **Reporting Channels for Employees**

- Where appropriate employees should raise a complaint to their line manager in the first instance. Complaints about a line manager would normally be raised to the next level manager. The relevant manager will liaise with People & Culture to determine whether to make arrangements for an investigation to be undertaken in accordance with the University's Disciplinary Policy and Procedure. The University will aim to deal with all complaints in a fair, balanced and proportionate way.
- Employees can make an anonymous disclosure of misconduct via the University's online reporting tool. However, no formal action under the relevant procedures will be taken about any matter that has been disclosed anonymously unless it is possible to verify the matter reported from sources that are not anonymous. Anonymous information may be used to identify trends and shape our prevention and support provision.
- The Student Casework Officer will be notified by People & Culture team if the disclosure is against a student and the allegation will be progressed through the Student Code of Conduct and Disciplinary Regulations.
- Any employee suspecting sexual harassment between a colleague and a student or another stakeholder is encouraged to report or disclose this to their line manager or use another appropriate reporting channel as outlined in this policy.

### **Investigations into Complaints or Allegations**

- Any investigations into allegations of sexual harassment by employees will be conducted under the University's Disciplinary Policy and Procedure. Investigations into allegations of sexual misconduct by students will be conducted under the Student Code of Conduct and Disciplinary Procedure.
- Sexual harassment may also lead to a criminal investigation being instigated into the actions of an employee or student.
- Confidentiality will be maintained as much as possible, subject to any requirement to involve witnesses, or external agencies where a criminal offence may have been committed or where maintaining confidentiality would pose a risk to the person making the report, or to others.

### **Support and Advice for Employees**

There are many sources of support available to employees prior to making a complaint or to both complainant and alleged perpetrator once a complaint has been made.

These include:

- Line managers as first point of contact.
- People & Culture team to initially direct employees and managers to the appropriate process and sources of support.
- The Employee Assistance Programme
- A confidential counselling service operated by the Occupational Health provider.
- The chaplaincy service is available and is not dependent on religious belief.
- Union representatives (for union members).
- The University's Equality Diversity and Inclusion Officer

## **Appendix 3 Procedures for Students**

### **Reporting Channels**

Students who wish to disclose an issue relating to bullying, harassment or sexual misconduct can use the "Report" tool on the "You Report, We Support" pages accessed via the Student Hub.

Staff who receive a report or disclosure from a student should direct the reporting party to the support available on You Report We Support.

Students can make an anonymous disclosure of misconduct via the University's online reporting tool. However, no formal action under the relevant procedures against a particular student will be taken about any matter that has been disclosed anonymously unless it is possible to verify the matter reported from sources that are not anonymous. Anonymous information may be used to identify trends and shape our prevention and support provision.

Any disclosures made via "You Report, We Support" will be received into the Student Case Management System, in a confidential closed area.

The reports are automatically workflowed to the Safeguarding Team: Head of Student Support and the Mental Health & Wellbeing team.

Where the identity of the reporting party is disclosed a member of the Safeguarding Team will contact the student to discuss their welfare, support needs and formal reporting options (both internally and externally).

A reporting party must make a formal report before the allegations can be considered under the relevant procedures. Formal reports regarding alleged issues of bullying harassment or sexual misconduct which may amount to a breach of the Student Code of Conduct should be submitted via email to the Student Procedures team (studentprocedures@cumbria.ac.uk). Alternatively, if the reporting student has made a disclosure through the You Report We Support tool they can confirm via email to the Student Procedures address that they wish their You Report We Support disclosure to be accepted as a formal report.

No formal action against a particular student will be taken about any matter disclosed without a discussion with the person making the report. For formal action to be taken the reporting person would need to confirm they wished their disclosure to be used as a formal report, unless the notification is of a type that is governed by our statutory Safeguarding duty. In this case, the notifying student will be informed about the action to be taken.

### **Investigation process**

Where a student wishes to make a formal report through the internal University processes, raising concerns against another student, this will be investigated and dealt with via the Student Code of Conduct, and Disciplinary Procedures.

Where a student wishes to make a formal report through the internal University processes, raising concerns against a member of staff, this will be investigated through the relevant People & Culture policies and procedures as listed in section 6.

### **Support and Advice for Students**

Pastoral support will be made available to a victim of alleged sexual misconduct, harassment, bullying, or violence in accordance with University policies.

A student alleged to have engaged in harassment or sexual misconduct, whether under investigation by the Police or by the University, will normally be subject to precautionary actions, in line with the Precautionary Actions and Suspension Procedures, which will be determined based on a risk assessment of the case.

Where possible, they will be supported to continue to engage with their programme of study. Students responding to such allegations will also be offered pastoral support.

Students' Union: The Students' Union offers an independent source of information, advice and guidance. Information about the Students' Union Student Support Team can be found online: <http://www.ucsu.me/support>.

Students with a disability/specific learning difficulty: Students who have a disability and/or specific learning difficulty will be offered reasonable adjustments if that is necessary to assist them during the process. Adjustments will be relevant to the disability and/or specific learning disability. Students requiring reasonable adjustments should declare that to the University at the earliest opportunity. Students with mental health conditions can also seek support from the University's Mental Health and Wellbeing team.

Students who are sponsored by the University under the UK Visas & Immigration (UKVI) regulations should be aware that non-compliance with their Student Route Visa responsibilities might result in the withdrawal of University sponsorship and therefore termination of their right to remain in the UK. International students should seek visa advice from the UKVI Compliance team ([ukvicompliance@cumbria.ac.uk](mailto:ukvicompliance@cumbria.ac.uk)).