

# BULLYING AND HARASSMENT

## WHAT IS BULLYING AND HARASSMENT?

A person subjects another to harassment by engaging in unwanted and unwarranted conduct which has the purpose or effect of:

- violating another person's dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for another person. [1]
- The recipient does not need to have explicitly stated that the behaviour was unwanted.

Bullying is a form of harassment and may be characterised as offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

For more information on the University's bullying and harassment policy, visit <https://edu.admin.ox.ac.uk/university-policy-on-harassment>

## UNIVERSITY SUPPORT

- [Harassment advice](#)
- [Sources of advice](#)
- [University harassment advisory service email address](#) (Tel 01865 270760)
- [OUSU student advice service](#)

## DEPARTMENTAL PROCESS

**Formal complaints:** if you wish to raise a formal complaint, HR will talk you through the University's [official procedure](#).

**Informal complaints:** you can speak to a member of the HR team informally about your experience, who can offer further guidance and support. They won't escalate your informal complaint unless you want them to. You can also informally speak to a [bullying and harassment advisor](#).

## DEPARTMENTAL RESOURCES

- [Mental Health First Aid service](#)
- [Bullying and harassment advisors](#)
- [Dealing with bullying and harassment in the workplace \(training\)](#)

For further information or support, please contact HR: [recruitment@nds.ox.ac.uk](mailto:recruitment@nds.ox.ac.uk)