As signatories to this charter, we commit to a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours towards our workforce. We commit to the following principles and actions to achieve this:

1. We will actively work to eradicate sexual harassment and abuse in the workplace.

   The Medical School follows the UEA Policy on Harassment, Sexual Misconduct and Domestic Abuse: policy-on-harassment-sexual-misconduct-and-domestic-abuse.pdf

2. We will promote a culture that fosters openness and transparency, and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours.

This should be directed to [redacted] and [redacted]

3. We will take an intersectional approach to the sexual safety of our workforce, recognising certain groups will experience sexual harassment and abuse at a disproportionate rate.

This should be directed to Exemption Section 40(2) and Exemption Section 40(2).

4. We will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours.

The university provides guidance for staff on handling disclosures of these behaviours:

Disclosure Flowchart 24-25

5. We will clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.

Tackling Harassment Online Learning Module (mandatory). Bystander Intervention Training is offered by the Changing the Culture Coordinator

6. We will ensure appropriate, specific, and clear policies are in place. They will include appropriate and timely action against alleged perpetrators.

As outlined in the UEA Policy, (policy-on-harassment-sexual-misconduct-and-domestic-abuse.pdf)

5.4 Addressing Reports - UEA commits to:

- 5.4.1 Clearly defining Student Journey and Support Service as the primary support provided to students affected and People & Culture for staff.
- 5.4.6 Depending on the context, the University will address any harassment allegation under the General Regulations for students or the applicable policy for staffs.
- 5.4.7 UEA will thoroughly investigate all reports of inappropriate behaviour and conduct and will take appropriate action to address the situation that is proportionate to each case in line with the relevant University policy and procedure. This is outlined in the Universities Non-Academic Disciplinary Procedures.

Senate Student Discipline Committee (SSDC) Senate Student Discipline Committee (SSDC) is a committee authorised by the Senate of the University of East Anglia. It comprises a Chair and

Deputy Chair of the Senate Student Discipline Committee and members of the Committee who are appointed by Senate from time to time.

Student Conduct and Complaints team (SCC) The team who undertake investigations into reported breaches of the General Regulations for Students, including a case coordinator, investigation officer and the UEA Disciplinary Officer who decides outcomes and appropriate penalties.

7. We will ensure appropriate, specific, and clear training is in place.

Tackling Harassment Online Learning Module (for students)

Understanding Sexual Misconduct at UEA (for staff)

Specialist Training: Staff in key roles—such as Senior Student Life Advisors, Investigative Officers, and Decision Makers—receive role-specific training to ensure they are equipped to respond appropriately and sensitively.

8. We will ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.

Report + Support - Report + Support - University of East Anglia

9. We will take all reports seriously and appropriate and timely action will be taken in all cases.

As outlined in the UEA Policy, (policy-on-harassment-sexual-misconduct-and-domestic-abuse.pdf)

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10. We will capture and share data on prevalence and staff experience transparently.

Harassment Annual Report 24-25- this is UEA level data, for MED specific this would need to be addressed to the Changing the Culture coordinators. No more recent report currently available. Changing the Culture coordinators may be able to advise timeline for this.