

## **Human Resources Policy Committee**

Held on Wednesday 9 October 2019 from 10.00 a.m. to 10.30 a.m.  
In the Londinium Rooms, 1 St Martin's Le Grand, London EC1A 4AS

### **Minutes**

9 October 2019

Ms Kelsey Paske, Preventing Sexual Misconduct Manager

Ms Fiona McClement, Head of Equality, Diversity & Inclusion

1.2 The policies had been developed by the Preventing Sexual Misconduct Strategy Group. They addressed two key enablers of the UCL 2034 Strategy: best student support; and valuing our staff. The Director of the IOE introduced the revised policies and advised the Committee of the key points relating to each of them as set out in the paper. The Committee noted the following:

a) Summary of Prevention of Bullying, Harassment and Sexual Misconduct Policy

Key issues/points of interest/challenges:

1. Change of policy title from Dignity at Work.
2. Applies to staff and students.
3. Introduces the concept of sexual misconduct (Dignity at work did not address this).
4. Strengthens and introduces new definitions of Abuse of Power; Consent; Grooming; Sexual Misconduct; Stalking.
5. Introduces the concept of the Interim Measures Panel who will put in place emergency measures to contain risk when serious allegations are made.
6. Introduces Environmental Investigations into departments where there may be repeated reports of unacceptable behavior in order to work on solutions.
7. Introduces how police reports and investigations will be handled.
8. Expands on examples of bullying and harassment.

b) Summary of Personal Relationships Policy

Key issues/points of interest/challenges:

1. Applies to staff and students.



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