

Human Resources Policy Committee

Held on

Attendees:

Dr Clare Goudy, Chief of Staff to the President & Provost
Ms Fiona McClement, Director of Equality, Diversity and Inclusion
Mr Peter Warwick, Director of Employee Relations

Apologies:

Dr Paul Ayris
Professor Stella Bruzzi
Mr Simon Cane
Mrs Lori Houlihan
Professor David Lomas
Dr James McCafferty
Mr Tom Rowson
Mr Dean Stokes

Officer:

Dr Marguerite Nolan, Governance Officer and Committee Secretary

Item for Discussion

1. Preventing Sexual Misconduct Policies (Paper 3-1)

1.1 **Considered:** The Committee considered the following revised Preventing Sexual Misconduct Policies:

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

This was an amalgamation of the Student Bullying and Harassment Policy and Dignity at Work statement and would apply to staff and students.

- b) Personal Relationships Policy

This had been amended to provide stricter guidance on relationships.

- 1.2 It was noted that the policies had been updated following feedback from the Human Resources Policy Committee (HRPC) at its meeting on 9 October 2019 and Academic Board at its meeting on 23 October 2019. Academic Board had suggested changes, some of which had been incorporated.