

Discrimination and Harassment: Policy statement

Sheffield Hallam University strives to be a safe, tolerant and inclusive community. We stand against all forms of harassment, discrimination and violence, and where this behaviour occurs it should never go unchallenged.

All members of our student and staff community have the right to live, work and learn safely and to always be treated with dignity and respect. We value being a diverse community, and aim to create an inclusive environment where all individuals are respected for who they are and for the contribution they make.

We want to create an environment that is free from harassment, violence, hate and discrimination of any kind, with effective policies and processes in place, a clear system for incidents to be reported, and a range of specialist support available. We know that we haven't always got things right in the past and we are determined to do better, by investing in educational prevention programmes, and in training for support services.

We understand that sexual harassment, abuse or violence can be experienced by any individual, and that women, members of the LGBTQ+ community and disabled people are disproportionately affected in society.

We actively encourage students and staff who experience or witness any form of harassment, discrimination, abuse or violence to report it. Incidents should be reported through our dedicated [Report and Support](#) service, where reports can be made anonymously, or with contact details so that support services from our specialist trained advisors can be accessed.

Complainants will always be treated with dignity and respect, and we are fully committed to investigating any complaints or disclosures that are made. We will work together with other appropriate agencies where necessary: these could include the Police, Sheffield City Council, the University of Sheffield, or other groups and support services.