

Higher Education Provision - Harassment & Sexual Misconduct Policy

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Approved and authorised by:	

To support our commitment to Sustainable Development Goals, the policy has identified three SDG's it is working towards. The full list of SDGs can be found here - [THE 17 GOALS | Sustainable Development \(un.org\)](https://www.un.org/sustainabledevelopment/)
Please identify the goal, a target and current position.

Goal	Target	Current position
5 Gender equality	1	2
10 Reduced Inequalities	1	2

1. Sector leading
2. On target
3. Below target
4. Not started

Harassment & Sexual Misconduct Policy (Higher Education Provision)

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1. Purpose

Leeds College of Building University Centre (LCBU) is committed to providing a safe, respectful, and inclusive environment for all students and staff. This policy outlines our approach to preventing and responding to harassment and sexual misconduct within our Higher Education (HE) provision and ensures compliance with the expectations of the Office for Students (OfS).

2. Scope

This policy applies to:

- All HE students enrolled at LCB
- All staff involved in delivering HE provision
- Activities on campus, off-campus, and online that are connected to LCBU

3. Definitions

- Harassment: Unwanted conduct related to a protected characteristic that violates a person’s dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- Sexual Misconduct: Any unwelcome sexual act or behaviours, including sexual harassment, assault, and violence.
- Consent: Freely given, informed, and revocable agreement to participate in a sexual activity.

4. Commitment

LCBU will:

- Maintain a zero-tolerance stance toward all forms of harassment and sexual misconduct.
- Foster a culture of respect, consent, and dignity.
- Support individuals who disclose incidents of harassment or sexual misconduct.
- Investigate allegations promptly, fairly, and confidentially.
- Take disciplinary action when appropriate.

5. Reporting and support

Reporting: Students and staff can report incidents confidentially to the Safeguarding Officers, staff, and Student Services.

Support: Individuals will have access to:

- Pastoral support
- Mental wellbeing support
- External support services
- Academic adjustments if needed

6. Investigation process

- All reports will be assessed to determine immediate risk and safeguarding needs.
- Investigations will be conducted by trained personnel, ensuring impartiality and due process.
- Outcomes may include informal resolution, formal disciplinary procedures, or referral to external authorities if necessary.

7. Prevention and training

LCBU will:

- Deliver mandatory induction sessions on consent and respectful behaviour to all HE students.
- Provide regular staff training on identifying, responding to, and preventing harassment and sexual misconduct.
- Run awareness campaigns within the HE student community.

8. Confidentiality and data protection

All information will be managed sensitively and in accordance with LCB's data protection policies and legal obligations. Confidentiality will be respected unless there is a risk to the safety of individuals or others.

9. Monitoring and review

This policy will be reviewed every 3 years or following significant incidents or regulatory changes. Student feedback and incident data will inform policy updates and prevention strategies.

10. Governance and accountability

The Assistant Principal for HE and Head of the University Centre are accountable for implementing this policy with guidance from the Safeguarding team. Oversight will be provided by the College's Safeguarding team and reported to the Board of Governors.

11. Non-Disclosure Agreements (NDAs)

Leeds College of Building affirms its commitment to transparency, accountability, and the protection of students from harassment & sexual misconduct within our higher education provision.

As part of this commitment, the College will not require, request, or encourage students, staff, guest speakers, or third parties to enter into Non-Disclosure Agreements (NDAs) that prevent the lawful disclosure of concerns, opinions, or experiences relating to matters of public interest, academic debate, freedom of expression, or personal safety and wellbeing.

This includes, but is not limited to, situations involving academic discourse, safeguarding concerns, harassment, or complaints. NDAs will not be used to silence individuals or restrict the lawful expression of views or experiences.

The College reserves the right to use confidentiality agreements where necessary for the protection of commercially sensitive information, intellectual property, or personal data, in accordance with applicable laws and regulations. Such agreements will not be used to inhibit free and lawful expression.