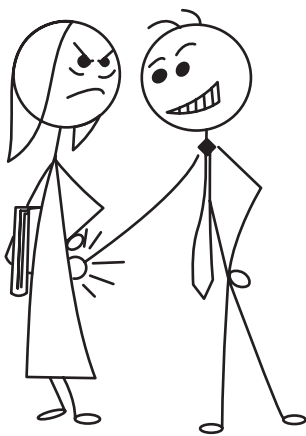




# Preventative Guidelines Against Sexual Harassment



- What is sexual harassment?
- How can it be prevented?
- What should you do if it happens?
- Who should you talk to afterwards?

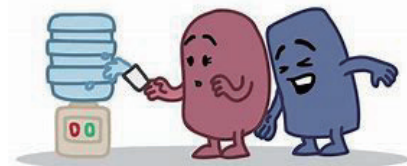
Sexual harassment can be verbal, visual or physical. Apart from deliberate physical violence and coercion for sexual favours, these are also sexual harassment:

- jokes and offensive language
- gossip and slander
- stalking and spying
- posters and graffiti
- obscene gestures and pestering
- wolf-whistling and leering

If it happens to you, you should inform the harasser directly and immediately that the conduct is unwelcome and must stop.

Some examples of behaviour that could constitute sexual harassment:

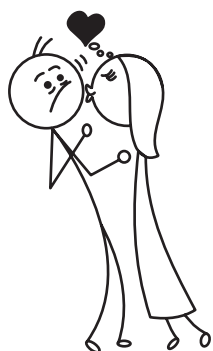
- Indecent or suggestive remarks
- Questions, jokes or suggestions about your sex life
- The display of pornography in a study environment
- The circulation of pornography (e.g. by email or phone)
- Unwelcome and inappropriate touching, hugging or kissing
- Requests or demands for sexual favours
- Any unwelcome behaviour of a sexual nature that can create an intimidating, hostile or humiliating environment



It is extremely important to be able to prevent sexual harassment. Start with awareness and clarification:

- Be aware of cultural differences if you work and study with people from different parts of the world. Ask people if certain behaviours are okay with them and explain that you'd like to learn about their cultural understanding of appropriate interactions.
- Do tell people how you feel when certain behaviours make you uncomfortable and why in your culture those behaviours, language, or gestures are not acceptable.

If someone persists in disrespecting you, refuse to hang out with them. If a polite rejection does not stop the advances, report the situation in writing to the authorities: Wellbeing and Counselling, Department of Campus Life, or Dignity advisors.



The University is committed to promoting and providing a safe and respectful environment for its community, underpinned by the Sexual Anti-Harassment

Policy. To report sexual misconduct, email [EDCSH@nottingham.edu.cn](mailto:EDCSH@nottingham.edu.cn) and a designated university professional will investigate the case. Zero tolerance for relevant issues and confidentiality during case processing are guaranteed.



If you are not sure what has happened to you, and how it might be viewed, please talk to someone at the University so they can support you. Speak to a member of the Wellbeing and Counselling team for advice, by emailing them to make an appointment: [universitycounsellingservice@nottingham.edu.cn](mailto:universitycounsellingservice@nottingham.edu.cn)

In emergency, call on-campus 24-hour bilingual helplines:

**Campus Emergency Contact: 0574 – 88180111**

**Campus Clinic: 0574 – 88180120**

**DCL hotline: 15857400157**

