



HISTORY, ANTHROPOLOGY, PHILOSOPHY, AND POLITICS

Student Statement on Anti-Harassment and Bullying

HAPP is committed to diversity, inclusivity, and equality

We are committed to ensuring that the School of HAPP is a positive and affirming place to work and study. We support equality for all irrespective of gender, race, ethnicity, sexual orientation, disability, or religious faith. Every student is entitled to an environment that is supportive of their dignity and well-being.

What is bullying? What is harassment?

Under QUB policy, bullying is considered a form of harassment. Harassment includes causing another person alarm or distress. Harassment on grounds of gender (including gender re-assignment), race, religion or belief, political opinion, disability, sexual orientation or age may also breach the University's Equality and Diversity Policy if it involves discrimination against an individual in the way they are treated in relation to the provision of services, including teaching and supervision, assessment, progression and award and support services. Harassment may also breach other legislation, for example Equality legislation or Health and Safety legislation.

Although harassment normally implies that there have been several incidents of unwanted behaviour, students may also raise concerns relating to a single incident and should do so if the behaviour of the other person is serious. Harassment may constitute a criminal or civil offence and it may also be possible to obtain an injunction under the Protection from Harassment (NI) Order 1997.

Examples of Harassment

Many forms of behaviour can constitute bullying and/or harassment; this list is neither exclusive nor exhaustive and other forms of behaviour may be regarded as harassment:

- Oral or written harassment through derogatory remarks, jokes, insults, offensive language, gossip and slander. Written harassment includes, but is not limited to, letters, emails, postings on websites and texts.
- Visual displays of posters, graffiti, obscene gestures, flags, bunting, pictures, emblems or any other offensive material (including the use of email or mobile devices to send or view such material).
- Physical conduct ranging from the invasion of personal space and/or inappropriate touching to serious assaults.

- Offensive, intimidating, malicious or insulting behaviour, open aggression, threats, shouting.
- Intrusion by pestering, spying, following and/or repeatedly following another person without good reason.
- Subjecting another person to unwanted conduct which has the purpose or effect of violating that person's dignity or humiliating, intimidating or undermining that individual or creating an intimidating, hostile, degrading, humiliating or offensive environment.
- Unjustifiable exclusion e.g. withholding information, isolation or non-co-operation of colleagues, exclusion from classroom and social activities.
- Misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Who can you talk to if you think you have been the victim of bullying and/or harassment?

Confidential Advice from HAPP Staff:

You may seek confidential advice within the School from the SWAN Champions, your Personal Tutor, your Advisor of Studies, or the Head of School. The [HAPP School Office](#) will be able to provide the names of the current SWAN Champions and Head of School to whom HAPP staff and students can speak in confidence.

Queen's University Counselling Service

QUB counselling is delivered in partnership with [Inspire](#) and is free to all students. A freephone, 24-hour telephone line is available: 0808 800 0016. Appointments can also be made through the email address: qubstudents@inspirewellbeing.org

Queen's Student Wellbeing Service

The [Student Wellbeing Service](#) is based in the Student Guidance Centre. They can be contacted at 028 90972893 or studentwellbeing@qub.ac.uk A drop-in service is also available, except during University holiday closures.

Queen's Student Union

[Advice SU](#) offers free, confidential, non-judgmental and independent advice to students. Appointments can be made through studentadvice@qub.ac.uk or during the drop-in clinic. [The SU also offers Nightline for students who wish to speak confidentially to other students about anything.](#)

How can you make a complaint of bullying and/or harassment?

The [Student Complaints Procedure](#), which falls under the Directorate of Academic and Student Affairs, details the complaints procedure. For guidance and advice, you may discuss this with one of the HAPP SWAN Champions (there are four, one for each discipline), your Personal Tutor, your Advisor of Studies, or the Head of School. Contact information for any or all of these individuals is available from the [HAPP School Office](#).