

## Sexual Misconduct Policy

### 1. Introduction

Université Paris Dauphine – PSL, London campus is committed to providing a safe, respectful, and inclusive environment for all members of our community. We have a zero-tolerance approach to sexual misconduct and are committed to preventing, responding to, and addressing incidents of sexual harassment, sexual violence, and other forms of sexual misconduct. These behaviours are contrary to the Equality Act 2010; the Protection from Harassment Act 1997; and the Workers Protection Act 2024, as well as our ethos and mission.

We are dedicated to creating a supportive and confidential space where individuals feel safe and empowered to come forward, knowing they will be heard and informed about the options available to them. We will also encourage and support everyone in our community to challenge inappropriate behaviour when it is safe for them to do so

This policy outlines London campus' stance on sexual misconduct, the reporting mechanisms, and the procedures for handling complaints and investigations and incorporates our obligations to Office for Students policy as well as Prevent obligations

#### 1.1 Purpose of the Policy

This policy aims to:

- Define what constitutes sexual misconduct.
- Provide clear guidance on how incidents of sexual misconduct will be handled.
- Offer support for victims of sexual misconduct.
- Establish procedures for reporting and investigating allegations of sexual misconduct.

#### 1.2 Scope

This policy applies to all members of the London campus community, including students, staff, contractors, and visitors, both on and off-campus. It covers incidents that occur during the academic year activities or in any context where the individuals involved are associated with the London campus.

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## 2. Definitions

### 2.1 Sexual Misconduct

Sexual misconduct refers to a range of behaviours of a sexual nature that are non-consensual, abusive, or exploitative. It can include, but is not limited to, the following:

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- **Sexual harassment:** Unwanted verbal, physical, or visual conduct of a sexual nature that creates an intimidating, hostile, or offensive environment, that makes someone feel upset, scared, offended or humiliated, or is intended to make someone feel that way.
- **Sexual assault:** Any act of physical sexual contact or behaviour without consent, including but not limited to the unwanted touching of someone's breasts or a person's genital area or buttocks, or unwanted kissing, rape or attempted rape.
- **Sexual violence:** Any act of sexual penetration or force that is non-consensual, defined under section 1 of the Sexual Offences Act 2003.
- **Sexual Coercion or manipulation:** Pressuring someone to engage in sexual activity when they do not consent.
- **Sexual exploitation:** Taking advantage of someone sexually without their consent, often in vulnerable situations.

## 2.2 Consent

Consent is an active, voluntary, informed, and mutual agreement to engage in sexual activity. Consent can be withdrawn at any time and should be clear and enthusiastic. Silence or the absence of resistance does not equate to consent. Consent cannot be obtained through force, coercion, manipulation, or the abuse of power or trust. A person is not considered capable of giving consent if they are incapacitated due to alcohol, drugs, or any other reason.

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## 3. Reporting Sexual Misconduct

London campus encourages individuals to report incidents of sexual misconduct. We recognize that reporting may be difficult, but we assure individuals that they will be treated with respect, sensitivity and with appropriate confidentiality.

### 3.1 How to Report

Sexual misconduct can be reported via the following channels:

- **In person:** Speak to a staff member (e.g., Programmes Administration team, Student Life team, Management or your Academic tutor).
- **Online:** Use the online reporting form available on Moodle (General Information page).
- **Confidential Reporting:** Contact the Deputy General Manager.
- the Université Paris Dauphine – PSL confidential support services at [celluledeveille@dauphine.psl.eu](mailto:celluledeveille@dauphine.psl.eu) is also available to students.

### 3.2 Support for Reporting Individuals

Victims of sexual misconduct will have access to support services, including:

- Counselling services.
  - Independent advocacy and support through external organizations.
  - Referrals to medical care and law enforcement if desired.
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## 4. Investigation Process

### 4.1 Investigation Procedure

Upon receiving a report, London campus will take the following steps:

1. **Acknowledgment:** Acknowledge receipt, by email, of the report and explain the next steps.
2. **Initial Assessment:** The Investigating team, which will include the General Manager and at least one other member of the Management Team, will assess whether the alleged incident falls within the scope of this policy and determine the appropriate course of action, including whether immediate steps are needed to ensure the safety and wellbeing of all parties involved.
3. **Recording of an incident:** If an incident is deemed worthy of further investigation, The Dean of the London Campus, The Vice-President of the Council for Education and Student Life, Université Paris-Dauphine-PSL and the President's Office will be informed of the nature of the incident and the intended investigation.
4. **Investigation:** If appropriate, a fair and thorough investigation will be launched, and the Investigating team will gather relevant evidence, which may involve interviews with the complainant, the respondent (the accused), and any witnesses. The investigation will be completed in a timely manner, with respect for the privacy of all involved.
5. **Police investigations:** Should the matter be referred to the Police (by or on behalf of the complainant), and the Police decide that an investigation is warranted, all internal investigation will be suspended. Any decision by the Police not to investigate, cease an investigation and/or acquittal of the accused following a prosecution will not automatically mean the internal investigation should not restart.
6. **Support for Complainant and Respondent:** Both the complainant and the respondent will be offered support throughout the investigation process, including counselling by external resources, if desired by either party.
7. **Outcomes and Sanctions:** After the investigation, the Investigating team will decide on appropriate actions, which may include disciplinary measures, suspension or other remedies, support for the complainant, or referral to external agencies, such as law enforcement, if necessary. The Dean of the London Campus, The Vice-President of the Council for Education and Student Life, Université Paris-Dauphine-PSL and the President's Office will be informed of the outcomes and sanctions proposed.
8. **Further action:** Should the relevant Université Paris-Dauphine-PSL authorities deem it necessary a Université Paris-Dauphine-PSL disciplinary process may be launched.

### 4.2 Confidentiality

The London campus will keep all details of the complaint confidential, sharing information only on a need-to-know basis or as required by law. Complainants and respondents will be informed of how their information will be used.

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## 5. Rights and Responsibilities

### 5.1 Rights of the Complainant

- The right to report sexual misconduct without fear of retaliation.
- The right to receive support and guidance throughout the process.
- The right to an investigation and hearing.
- The right to appeal decisions made under this policy.

### 5.2 Rights of the Respondent

- The right to be informed of the allegations against them.
- The right to a fair and impartial investigation.
- The right to access support services.
- The right to appeal decisions made under this policy.

### 5.3 Responsibilities of All Members of the London campus community

- **Students and Staff:** All members are expected to behave in a respectful manner and report any incidents of sexual misconduct they become aware of.
  - **Staff:** Staff members have a responsibility to report any disclosures of sexual misconduct so that appropriate support can be offered.
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## 6. Support Services

London campus offers internal support for those affected by sexual misconduct, and can arrange external support when requested:

- **External Helplines:**
  - **Victim Support:** contactable at 0808 1689111, - <https://www.victimsupport.org.uk/>
  - **The Samaritans:** contactable at 116 123 - <https://www.samaritans.org/how-we-can-help/contact-samaritan/>
  - **Rape Crisis:** national charity offering confidential help and advice - <https://rapecrisis.org.uk/get-help/want-to-talk/>
  - **Galop:** providing advice and support to members of the LGBT community - <https://galop.org.uk/>
  - **Safeline:** sexual violence and abuse charity - <https://safeline.org.uk/>
  - **The Survivors Trust:** providing support for women, men and children who have survived rape, sexual violence or childhood sexual abuse - <https://thesurvivorstrust.org/>
  - **PSL Helpline against harassment and violence:** [cev@psl.eu](mailto:cev@psl.eu)
  - **Université Paris Dauphine – PSL helpline:** [celluledeveille@dauphine.psl.eu](mailto:celluledeveille@dauphine.psl.eu)

## 7. Disciplinary Action

London campus takes breaches of this policy seriously and will take appropriate disciplinary action in cases where misconduct is substantiated. Disciplinary action may include but is not limited to:

- Formal warnings
  - Educational sanctions (e.g., workshops or counselling)
  - Suspension
  - Expulsion (in the case of students). Any recommendation to expel a student should be ratified by the Université Paris-Dauphine-PSL disciplinary procedure
  - Termination of employment (in the case of staff)
  - Referral to law enforcement or other external authorities, where appropriate
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## 8. Prevention and Education

London campus is committed to the prevention of sexual misconduct through education and awareness. This includes:

- Designated session covering this topic during the Welcome programme for newly admitted and returning students.
  - Annual training and awareness programs for students and staff.
  - Clear communication of acceptable behaviours and institutional expectations.
  - Campaigns to promote a culture of respect, consent, and equality.
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## 9. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and compliance with legal standards. Any necessary amendments will be made based on feedback from stakeholders, changes in legislation, and evolving best practices.

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## 10. Related Policies and Procedures

- Equal Opportunities Policy
  - Student Welfare and Wellbeing Policy
  - Under-18s and Adults at Risk Protection and Safeguarding Policy
  - Data Protection Policy
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## 11. Contact Information

For any queries or to report an incident of sexual misconduct, please contact:

- **Neil Logan, General Manager, Safeguarding Officer:** [neil.logan@dauphine.psl.eu](mailto:neil.logan@dauphine.psl.eu),  
+44 (0)77 38 494364
- **Julija Jeremic, Deputy General Manager,** [julija.jeremic@dauphine.psl.eu](mailto:julija.jeremic@dauphine.psl.eu),  
+44 (0) 7930 861 259