Bullying, victimisation and harassment

There is no place for any form of discrimination, harassment, victimisation or sexual misconduct at the University of Cambridge. Such behaviour is contrary to the values and ideals of our shared community, subverts the University’s mission and core values and diminishes the dignity and integrity of all parties. It is the responsibility of each member of the Department of Haematology, both staff and students, to assist in promoting an environment of mutual respect and consideration.

Bullying is any behaviour which makes someone feel intimidated, humiliated or offended, whether or not it is intended to do so.

Harassment is unwanted conduct that violates another person’s dignity or creates an intimidating, hostile or offensive environment and may be related to: sex or gender, age, disability, race, religion, sexual orientation, marriage and civil partnership, pregnancy and maternity or other grounds, and is illegal. In particular, sexual harassment includes any unwanted sexual comments or jokes as well as unwanted physical contact.

Victimisation is the hostile treatment of someone who has made a complaint about discrimination or has helped someone who has been the victim of discrimination.

If you feel that you are being bullied, harassed or victimised, there are several people within the Department you can contact, in addition to your own manager or the Department HR Coordinator (Karolina Chrusciak, haemhr@hermes.cam.ac.uk):

Joanna Baxter, Equality and Diversity Champion, ejb60@medschl.cam.ac.uk
Ana Cvejic, Equality and Diversity Champion, as889@cam.ac.uk
Brian Huntly, Equality and Diversity Champion, bjph2@cam.ac.uk
Keti Zeka, Equality and Diversity Champion, kz259@cam.ac.uk
Anthea Stanley, Business and Operations Manager, aj333@cam.ac.uk

If you witness behaviour which may constitute harassment, bullying or victimisation:

- Encourage the person on the receiving end of this behaviour to seek appropriate support and assistance from the above named individuals
- Offer appropriate assistance yourself (e.g. by offering to provide a truthful statement about what you have witnessed)
- Draw the incident to the attention of the appropriate person if you feel that a culture is developing, in the Institute or within a research group, which is leading, or is likely to lead, to harassment, bullying or victimisation

Any member of staff approached with a report of bullying or harassment, must:

- Treat concerns seriously
- Protect the anonymity of the reporter
- Ask permission from the reporter before seeking guidance or conveying details to others

Complaints Policy & Procedure

The Department of Haematology complies with the University’s Dignity at Work Policy and follows these procedures in the event of a complaint of bullying, harassment or victimisation. The process is
in place to ensure fair and transparent treatment of all parties in accordance with University regulations.

Staff or students who feel that they have been, or are being, subjected to unacceptable behaviour, or are accused of unacceptable behaviour, are advised to seek advice and support. The main points of contact are named above. Advice may also be sought from line managers, Department HR Coordinator (Karolina Chrusciak, haemhr@hermes.cam.ac.uk) or the Clinical School HR Adviser (Vickie Grenville, victoria.grenville@admin.cam.ac.uk).

Once an individual has contacted any of these people, they will be advised on the most appropriate next steps in line with the University’s Dignity at Work policy.

If appropriate, unacceptable behaviour should be dealt with informally between the individuals involved, with support from the Institute or the University.

If the situation is not resolved by the informal process, or the matter is particularly serious, the complainant may decide to make a formal complaint.

More information can be found here.