

Dignity at Work and Study: Policy for Junior Members of Pembroke College

Pembroke College is committed to protecting the dignity of students as members of its community in their work, their study, and indeed all their interactions with each other. It fosters a culture which values positive, supportive and open interactions, and which promotes good working relationships.

The College recognises that to work and study effectively people need a climate in which they are respected and valued for their contribution to work and study, irrespective of their sex (including gender reassignment), marital, parental or partnership status, race, ethnic or national origin, colour, disability, sexuality, religion or belief, or age. The College is committed to upholding [freedom of speech](#) as an essential element of this climate and culture, and while it has certain statutory and legal obligations – for instance to protect students from the risk of radicalisation and violent extremism – it is important to state here that radicalisation is not the same as belonging to a religious group or ethic minority.

The College recognises its duty of care to students in this respect. Inappropriate behaviour can result in stress and stress-related illness. All members of the College share this duty, and especially those who have some responsibility for other members. The College expects all members of its community to treat each other with respect, courtesy and consideration at all times. All members of this community have the right to expect such behaviour from others, and a corresponding responsibility to behave in this way towards others.

There is a need nevertheless for procedures to deal with particular inappropriate behaviour, including bullying, harassment, victimisation, or discrimination, in an informal context as well as that of work or study, which may have a damaging effect on the well-being of individuals within the College. Behaviour is defined as inappropriate if it is unwanted by the recipient; perceived by the recipient as violating his or her dignity, and/or creating an intimidating, hostile, degrading, humiliating or offensive environment, and; having regard to all the circumstances, including the recipient's perception, the behaviour could reasonably be considered as having that effect. The procedures for dealing with such behaviour work in conjunction with the College's overall Complaints Procedures, which may be used if a formal complaint is made or if the circumstances complained about do not fall clearly within the range described here.

If any student feels uncomfortable as a result of the inappropriate behaviour of a member of the College's staff or another student, the best resolution may well be by means of an open and honest discussion, with support if necessary from any of the following: the College's Harassment Officer - Professor Loraine Gelsthorpe (LRG10@cam.ac.uk), their Tutor, the Chaplain, or a Students' Union officer.

If difficulties cannot be resolved in this way, this Policy provides three further procedures. However, note that the informal approach described above is not a requirement and complainants can proceed directly to the following procedures:

1. Concerns over the behaviour of Fellows or staff towards students can be addressed through the College's Complaints Procedure [link],
2. Concerns over the behaviour of a Pembroke student(s) are addressed through the College's Harassment and Sexual Misconduct Procedure [link].

3. Concerns over the behaviour of student(s) from another College towards a Pembroke student, or behaviour at a University Society or University sporting event, are addressed through the University's Harassment and Sexual Misconduct Procedure [link]. The College anticipates that all concerns of sexual misconduct will normally be addressed by the University's procedure.

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