

Anti-Harassment, Bullying and Sexual Misconduct Information for Higher Education learners

Dudley College believes that harassment is both unacceptable and detrimental to the wellbeing and academic experience of both staff and students and is committed to creating an environment free from bullying, victimisation and sexual misconduct. We adopt the 2010 Equality Act's definition of harassment, in particular which covers, or any unwanted conduct of a sexual nature. In particular:

Harassment: Any unwanted conduct relating to a protected characteristic that creates an intimidating, degrading or humiliating environment for individuals

Sexual Harassment: Any unwanted behaviour or conduct of a sexual nature, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Sexual Misconduct: This can include sexual assault or violence, intimate partner violence, grooming, coercion or bullying with sexual elements, promised resources or advancement in exchange for sexual access or the creation of atmospheres of discomfort

To give you confidence that you are safe, supported and protected, we encourage that any and all instances of harassment be reported to either your tutor or to safeguarding@dudleycol.ac.uk. All staff and students are expected to uphold these principles and to support and promote a bullying and harassment-free learning environment. Our Senior Designated Safeguarding Lead is Rachel Corns (Vice Principal – Curriculum and Performance) and our Designated Safeguarding Lead is Davina Foy. [Keeping children safe in education 2025](#)

The College also has a range of support you can access if needed. Our counsellors offer professional and confidential support to all college students. Alongside the counsellors the College have several staff across all sites who are trained as Mental Health First Aiders.

All students also have access to [Togetherall](#), which is an online platform and available 24 hours a day, 7 days a week and all year round.

All staff receive mandatory safeguarding training and updating around the government's Keeping Children Safe in Education guidance. For the purposes of keeping all our students safe, we extend this to also include adult students. Our staff code of conduct forbids relationships between staff and students.

Our tutorial programme includes training for students on healthy relationships.

We do not use Non-Disclosure Agreements in relation to complaints around harassment, sexual harassment or misconduct.