



How Do I Report?



If I need help urgently, I can contact:

Police / Ambulance: **999**

Campus Estate Patrol: **01392 723999**



I've **EXPERIENCED** harassment / bullying / inappropriate behaviour



I've **WITNESSED** harassment / bullying / inappropriate behaviour

I CAN GET SUPPORT FROM



- D and R Advisors
- Pro Counselling

- Speak Out Guardians
- HR Business Partner/Advisor

REPORT

INFORMALLY

I want to report informally and get advice and support with my concerns



A member of the Equality and Diversity team will contact me to begin a conversation about what I would like to do next, and how they can support me.

FORMALLY

I can report using the Exeter Speaks Out formal reporting tool



In order for my concerns to be considered formally, I will need to submit my complaint using the University's grievance procedure, to the director of Human Resources



Director of HR will consider whether mediation is appropriate and whether my complaint should be referred to the Student Disciplinary procedure or the Health Wellbeing and Support for Study procedure. Else, an investigation appropriate to the nature of my complaint will be carried out



Director of HR may:

- Determine that that is not a prima facie case. I will be advised of this in writing.
 - Recommend that the formal grievance procedure be progressed
- Both of these include a right of appeal**

ANONYMOUSLY

I want to report but I don't wish to reveal my identity



The information you provide will feed into our overarching reports. The University will be unable to act on the information or respond to me in person but they will use the information I provide to inform their understanding of incidents within our community.

- The contacts listed above may be obliged to investigate and may need to share information on a need to know basis and they will, other than in exceptional circumstances, follow the guiding principle of asking for your permission to liaise with others. You will be kept informed at every stage.
- Your conversation with these contacts will be confidential, unless they fear for your or others' safety.
- The support services and welfare contacts are also available to the alleged Harasser.

The University of Exeter is an inclusive community, where everyone has the right to be treated with respect.



Log on to exeter.ac.uk/speakout for further information
#WeAreAllExeter