



Hull York Medical School

Harassment Policy for Students

Approval Process:	
Committee	Outcome/Date of approval
Equality Diversity and Inclusion (EDI) Committee	21 February 2022
Management Board	7 March 2022
To be implemented from:	7 March 2022
Responsibility to update	Chair, EDI Committee

To obtain this Policy in an alternative format, please contact governance@hyms.ac.uk

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1. Scope

- 1.1. This Policy applies to all students at the Hull York Medical School studying a degree programme jointly awarded by the University of Hull and the University of York.
- 1.2. All staff of the Hull York Medical School should refer to the policy and procedures of their employing organisation.
- 1.3. Hull York Medical School is committed to the principles of equality, diversity and inclusion that underpin our society. We hold the following organisational [values](#):
 - 1.3.1. Everyone counts: we promote a culture of diversity, respect and aspiration, and empower everyone to reach their potential.
 - 1.3.2. Pursuing excellence: we combine a pioneering approach with innovation methods to drive excellence in all we do.
 - 1.3.3. Socially responsible: we are dedicated to public service and to improving lives within our communities.
 - 1.3.4. Collaborative: we work in partnership, recognising the strengths of others.
- 1.4. The School has zero tolerance towards any form of harassment, bullying, discrimination, intimidation and victimisation.
- 1.5. The School complies with the [Equality Act 2010](#) which states that it is against the law to discriminate against someone because of a [protected characteristic](#) including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 1.6. This Policy should be read in conjunction with our [Dignity at Work and Study Policy](#) which sets out the School's alignment with the University of York's Policy in dealing with reports of harassment against students.

2. Definitions

- 2.1. The School adopts the [definitions](#) set out by the University of York on harassment, sexual harassment, bullying, cyber bullying, victimisation, and hate incidents and hate crimes including antisemitism, racism, homophobia, ableism and islamophobia.

3. Procedures

- 3.1. The School aligns our procedures for dealing with reports of harassment with the University of York's. The procedures are set out in our [Dignity at Work and Study Policy](#).
- 3.2. Students can report any incidents of harassment and discrimination via the School's online [Report and Support tool](#).

4. What is excluded from this Policy

- 4.1. This Policy relates to incidents of harassment and discrimination reported by students. If students would like to make a complaint concerning programme provision within the Medical School, including complaints made concerning the quality of clinical placements, they should follow the [Code of Practice on Investigation and Determination of Student Complaints](#).
- 4.2. Complaints relating to other service provision by the Universities of Hull or York including the Students' Unions should be pursued through the Complaints Procedure of the respective University:
 - 4.2.1. [University of Hull Complaints Procedures](#)
 - 4.2.2. [University of York Complaints Procedures](#)

5. Support for students

- 5.1. The School has a dedicated [Student Support Team](#) to provide wellbeing and welfare support for students.
- 5.2. The University of Hull and University of York will provide welfare support to Hull York Medical School students regardless of their university of registration.
 - 5.2.1. [University of Hull Student Support](#)
 - 5.2.2. [University of York Student Support](#)