

Formal complaints against staff of Sexual misconduct received in the 2018/2019 academic year.

Our historic records do not differentiate between Sexual Harassment, Sexual Violence and other forms of Sexual Misconduct. In future, UCL will be publishing annual data reports on harassment, bullying and sexual misconduct. This will include records from Report + Support, which UCL launched to students and staff on 25 February 2019.

The cases have been counted from 1st October 2018 to 30th September 2019.

This document relates to complaints that have been formally investigated under UCL procedures. There are numerous ways to make informal complaints and so they are therefore not recorded centrally, however will be captured in future.

Table 1: Number of formal complaints about Staff* broken down by gender

<i>Reported party</i>	<i>Male To female</i>	<i>Male To Male</i>	<i>Female To Male</i>	<i>Female To Female</i>
Number of complaints	5 or less	0	5 or less	0
Number of reported parties	5 or less	0	5 or less	0

**Staff means current and former employees and workers engaged directly by UCL*

Table 2: Number of formal complaints about staff broken down by reporting party**

<i>Reporting party</i>	<i>Current Staff</i>	<i>Student</i>	<i>Former Staff</i>	<i>Former Students</i>
Number of complaints	5 or less	5 or less	0	0

***If they have been a UCL student but were a member of staff at the time when they made a formal complaint, our records will identify them as staff. If they have been a former UCL student and were also a former member of staff at the time when they made a formal complaint, our records will identify them as former staff, to avoid duplication.*

Table 3: Number of formal complaints about staff broken down by job type of the reported party

<i>Job Type</i>	<i>Academic</i>	<i>Non-Academic</i>
Number of complaints	5 or less	5 or less

Table 4: University responses* to formal complaints about staff**

First Written Warning	5 or less
Informal warning	5 or less
Not upheld	5 or less
Reported party left organisation (during investigation or prior to disciplinary hearing)	5 or less

Please note that where an appeal is made following a formal hearing, the above data will record the result of the appeal only.

**The levels of Disciplinary Action are outlined in Appendix E of the UCL Disciplinary Policy - <https://www.ucl.ac.uk/human-resources/sites/human-resources/files/disciplinary-appendix-e-levels-of-disciplinary-action.pdf>.*

Number of accused suspended during investigation process – 5 or less

Relevant Policies

UCL Disciplinary Policy – <https://www.ucl.ac.uk/human-resources/disciplinary-procedure>

UCL Grievance Policy - <https://www.ucl.ac.uk/human-resources/ucl-staff-grievance-policy>

UCL Student Bullying and Harassment Policy - <https://www.ucl.ac.uk/students/policies/conduct/harassment-and-bullying-policy>

UCL Personal Relationships Code of Conduct - <https://www.ucl.ac.uk/human-resources/policies/2017/dec/personal-relationships-code-conduct>

UCL Dignity at Work Statement - <https://www.ucl.ac.uk/equality-diversity-inclusion/dignity-ucl/ucl-dignity-work-statement>

UCL Public Interest Disclosure - <https://www.ucl.ac.uk/human-resources/policies/2017/nov/public-interest-disclosure>

UCL Student Complaint Procedure - <https://www.ucl.ac.uk/academic-manual/chapters/chapter-6-student-casework-framework>