

Formal complaints against staff of Sexual misconduct received in the 2019/2020 academic year.

The cases have been counted from 1st October 2019 to 30th September 2020.

Our historic records do not differentiate between Sexual Harassment, Sexual Violence and other forms of Sexual Misconduct. The data shown below relates to UCL complaints that have been formally investigated under UCL HR procedures.

For details of complaints which have been raised through Report + Support please see [here](#). These publications include annual data reports on harassment, bullying and sexual misconduct, some of which may also be included in the data below. It is possible that some complaints included in our data, may also be duplicated in Report and Support data.

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 fewer	0	0	0
Number of reported parties	5 or fewer	0	0	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	0	5 or fewer	5 or fewer	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 fewer	5 or fewer

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

Informal action	5 or fewer
Not upheld	5 or fewer
Reported party left organisation (during investigation or prior to disciplinary hearing)	5 or fewer

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 - 0

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 Prevention of Bullying, Harassment and Sexual Misconduct Policy - <https://www.ucl.ac.uk/equality-diversity-inclusion/dignity-ucl/prevention-bullying-harassment-and-sexual-misconduct-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>