



Student Code of Conduct in respect of Harassment and Sexual Misconduct

The Caspian School of Academics (CSA) is committed to providing an environment that is free from discrimination, harassment and any form of sexual misconduct. The School affirms the right of all students and staff to be treated with dignity and respect. The School will not tolerate harassment by students or sexual misconduct, including one student engaging in the harassment of another student.

Definitions

Harassment means unwanted behaviour related to a relevant protected characteristic (as defined in the Equality Act 2010) that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Sexual misconduct includes, but is not limited to, sexual harassment, sexual assault, rape, stalking, and any other unwanted sexual acts or communications

The School will take allegations of harassment and sexual misconduct very seriously and may take action, including disciplinary action, in response to a complaint from a student about the behaviour of another student. Students are able to report harassment by another student anonymously or personally online: incident@caspianschool.ac.uk

The School defines harassment as single or repeated incidents involving unwanted or unwarranted conduct towards another person which it is reasonable to think would have the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for that person.

Harassment may be verbal, psychological or physical, in person or via a virtual platform or through other methods of contact or communication including phone calls. Harassment may occur in the course of an academic, sporting, social, cultural or other activity either on campus or elsewhere in the context of being a student at CSA, or in circumstances where the victim of the harassment is a CSA member of staff.

Under this Code of Conduct unacceptable behaviour, whether intentional or not, can take a variety of different forms. The following list is not exhaustive, but give an indication of the types of behaviour which the School considers to be unacceptable:

- making sexually offensive comments about dress or appearance
- the display or distribution of sexually explicit material
- making demands for sexual favours
- engaging in harassment on the grounds of a person's sexuality (or assumptions about a person's sexuality) including making derogatory homophobic, transphobic or biphobic remarks or jokes aimed at a particular person
- offensive comments relating to a person's sexuality, refusal to acknowledge a person's gender or identity, or threats to disclose a person's sexuality to others
- making offensive references to a person's race, ethnicity, skin colour, religion or nationality, dress, culture, background or customs



- ignoring, disparaging or ridiculing a person because of assumptions about their capabilities, or making offensive reference to an individual's appearance, in the context of their disability
- controlling or coercive behaviour, such as pressure to subscribe to a particular political or religious belief.

Online harassment may take the form of intimidating, offensive or graphic posts on social media sites or chat rooms, or communications by email, text or instant messaging.

Sexual misconduct includes the following, whether or not within a sexual or romantic relationship, including where consent to some form of sexual activity has been given and then withdrawn, or if consent has been given on previous occasions:

- sexual intercourse or engaging in a sexual act without consent
- attempting to engage in sexual intercourse or engaging in a sexual act without consent
- sharing private sexual materials of another person without consent
- kissing without consent
- touching inappropriately through clothes without consent
- inappropriately showing sexual organs to another person
- repeatedly following another person without good reason.