



CASPIAN
SCHOOL OF ACADEMICS

Policy E6-01

HARASSMENT AND SEXUAL MISCONDUCT CONDITION E6 POLICY

Student Support and Engagement | August 2026



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Harassment and Sexual Misconduct Condition E6 Policy

Student Support and Engagement

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1. Purpose and scope

This policy sets out the Caspian School of Academics' (CSA) commitment to protecting students from harassment and sexual misconduct, in compliance with the Office for Students' (OfS) **Condition E6**.

It applies to:

All students enrolled at CSA, including those studying via partnerships and franchises, whether on campus or through blended learning.

All staff, contractors and third parties engaging with students, as well as students themselves.

All activities conducted on or off campus, including placements and field trips/visits.

CSA aims to foster a learning and working environment where all members of the community feel safe, respected, and supported.

2. Definitions

For the purposes of this policy:

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.

Single Comprehensive Source of Information (SCSI) refers to this policy and related resources, which provide clear guidance on prevention, reporting, response, support, and rights.

3. Our commitment

CSA is committed to:

Taking **significant and credible action** to prevent harassment and sexual misconduct

Providing **clear, accessible information** on how students and staff can report concerns

Offering **appropriate support** to those affected, whether complainants, witnesses, or respondents

Handling all reports **fairly, promptly, and sensitively**, ensuring procedural fairness

Banning the use of non-disclosure agreements (NDAs) to silence students in harassment or sexual misconduct cases

Upholding **freedom of speech** and academic freedom, ensuring that measures to prevent harassment do not unduly restrict lawful debate or teaching.

4. Preventive measures

We have implemented a range of actions to reduce the risk of harassment and sexual misconduct, including:

Mandatory training for all students and staff on harassment, consent, reporting procedures, and active bystander intervention

Awareness campaigns promoting respect, inclusivity, and safe campus environments

Anonymous reporting tools and clear reporting pathways

Specialist support services for survivors and accused students

Policies regulating staff-student relationships (see Section 8)

5. Reporting and handling incidents

Students, staff, and third parties can report harassment or sexual misconduct through the following channels:

Email to

In-person to Student Services Office – student advisor.

Reports can be made both through disclosing identity of the complainant and anonymously:

By the individual affected or a third party.

All reports will be handled in accordance with the following principles:

Fairness: ensuring impartiality for all parties involved

Sensitivity: recognising the impact of trauma and respecting confidentiality

Transparency: communicating outcomes and decisions to relevant parties

Outcomes may include informal resolution, disciplinary action, safeguarding interventions, or referrals to external authorities where appropriate.

6. Support for students

At the Caspian School we provide tailored support to:

Students who report harassment or sexual misconduct

Students accused of harassment or sexual misconduct

Witnesses or others affected

Support includes:

Counselling and wellbeing services

Academic adjustments if needed (e.g., deadline extensions)

Assistance in reporting to police or accessing external specialist services

Named support contacts for case management

Support is available regardless of whether a formal complaint is made.

7. Training and awareness

Training is mandatory for:

All students (during induction and periodically throughout study)

All staff, including academic, administrative, and frontline support teams including those involved in recruitment and marketing activities

Staff in specialist roles (e.g., incident investigators and student advisors) who will receive enhanced training

The Training provided to CSA Staff covers:

Definitions and examples of harassment and sexual misconduct

Consent and respectful relationships

How to report concerns and where to access support

Freedom of speech and academic freedom considerations

Training materials are evidence-based and reviewed regularly for effectiveness.

8. Staff-student relationships

To protect students from potential abuse of power:

Staff are prohibited from entering into romantic or sexual relationships with any student over whom they have academic, professional, or pastoral responsibility.

Any existing or developing intimate personal relationships between staff and students must be **formally disclosed** to the Director of Human Resources and/or the Principal.

Failure to disclose or any breach of this policy may result in disciplinary action.

Further guidance is available in Staff Code of Conduct in Respect of
Students

9. Freedom of speech and academic freedom

This policy is implemented consistently with CSA's obligations to uphold freedom of speech and academic freedom. Exposure to lawful academic content, discussion of controversial ideas, or participation in open debate, even if upsetting to some, does not constitute harassment unless it is targeted, personal, and unlawful.

10. Monitoring and continuous improvement

The Caspian School of Academics will:

Monitor reports and case outcomes

Evaluate the effectiveness of this policy through feedback, surveys, and data analysis

Review and update this policy annually

Report on compliance with Condition E6 to the governing body

Publish an updated version of this Comprehensive Source of Information each year