

PSYCHIATRY HARASSMENT ADVISORS



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All members of the University community must comply with and demonstrate active commitment to its Harassment Policy by:

- a. Treating others with dignity and respect.
- b. Discouraging any form of harassment by making it clear that such behaviour is unacceptable.
- c. Supporting any member of the University who feels they have been subject to harassment, including supporting them to make a formal complaint if appropriate.

Sources of Support

University Harassment Advice:

www.admin.ox.ac.uk/eop/harassmentadvice

Occupational Health:

www.admin.ox.ac.uk/uohs/mentalwellbeingresilience

Online Training — Challenging Behaviour: Dealing with Bullying and Harassment in the Workplace <https://www.learning.ox.ac.uk/>

Wellbeing Podcasts

www.mentalhealth.org.uk/podcasts-and-videos

Union Representatives

www.admin.ox.ac.uk/eop/harassmentadvice/sourcesofadvice

Other Information

Harassment Hotline: (2)70760

Email: harassment.line@admin.ox.ac.uk

National Bullying Helpline: 0845 22 55 787

Additional support for students

Nightline: (2)70270

OUSU Student Advice Service:

www.oxfordsu.org/wellbeing/student-advice/

DEPARTMENT OF
PSYCHIATRY



Common bullying questions answered

Intervention
behaviour Well-being
Anti-bullying
Responsible
Bystander
respectful

“I think we can all be in situations like that where we can say something without thinking, or with a certain tone of voice, and sometimes feedback enables you to do things in a slightly different way. And so in the best case it would be something where the person wasn't aware of what they were doing, and by flagging it up and discussing it without judgment, that person is allowed to adapt and amend some aspects of their behaviour that were intimidating or perceived as bullying”

Catherine Harmer
Psychiatry Harassment Advisor

Introduction

Bullying is a sensitive subject which can be difficult to raise, particularly when you do not know what is likely to happen. Below are some questions which are regularly raised in relation to bullying.

Common Questions on Bullying

Will my complaint be confidential?

Yes. Any formal or informal complaint will be dealt with by a small number of select people who will retain confidentiality. You will also be asked to retain confidentiality where appropriate.

Will I be supported if I make a complaint?

Yes. You will be supported by the Department and you have the right to bring a colleague or union representative to any formal meetings you are invited to. However, should their availability limit the progress of the process, you may be asked to find someone else or to attend a rearranged meeting alone.

Does bullying need to be face to face?

No. Other communication mechanisms can be a route for bullying, including the internet, email, social networking sites, telephone etc.

Will I be treated differently for raising a complaint?

No. the fact that you are raising a complaint means that you cannot be treated differently for reason of that complaint. That is victimisation and is an offence under University policy.

Will I be treated differently if I support someone who has complained of bullying?

No. Again if you are treated differently for supporting someone, this is victimisation and is an offence under University policy.

Will I still receive a reference if I make a formal complaint?

Yes. Whilst this may not be supplied by your direct manager or PI, another member of the Department will supply one.

I have witnessed bullying in others, can I report it?

Yes. All bullying is reportable and once we are aware, we can offer support to the individual. However, if the individual against whom the bullying behaviour was aimed at is not prepared to support your allegations, it may be difficult for the Department to take it further formally.

I am being bullied by someone junior to me. Can I still report it?

Yes. Bullying and harassment can apply to all relationships and not just top down. Bullying in any direction is wrong.

I have made a complaint and I feel as though I am wasting my time. Is it worth it?

Yes. It can be frustrating where action is not visible, and it seems as though nothing has changed. Please be assured that appropriate action will be taken for every complaint that is received.

Will I find out what action the Department will take?

This is unlikely as any action taken is between the Department and the individual and therefore is classed as confidential. However, the Department takes action on all allegations of bullying.

It is possible for bullies to be dismissed?

Yes. However, the process takes time and a number of factors need to be present. However, sustained behaviour considered to be bullying can lead to dismissal for any employee, from support staff to academics.

Further information is available from the Department Harassment Advisors, or from HR

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Moira Westwood
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"It's important to be aware of power imbalances, if you're the person managing others - to treat people with kindness and sensitivity. And for older people like me, to realise that there has been a shift from a relatively authoritarian model to one which is more team-based and democratic."

Phil Cowen
Psychiatry Harassment Advisor