

APPENDIX A

Sexual Violence:

The following are examples of behaviours associated with sexual violence (non-exhaustive list)

- Touching inappropriately through clothes without consent
- Non-consensual taking or sharing of intimate images
- Sexual harassment/sexual violence on social media
- Assault, rape or attempted assault or rape
- Verbal or physical harassment in a sexual context
- Inappropriately showing sexual organs to another person
- Creating, accessing, viewing or distributing child abuse material online or offline.
- Stalking behaviours whether online or in person.
- Kissing without consent
- Gaslighting
- Sharing private sexual materials of another person without consent
- Any behaviour of a sexual nature that is committed without consent
- All forms of sexual violence including attempting to engage in sexual intercourse or engaging in a sexual act without consent.
- Making unwanted remarks of a sexual nature, either directly, or via text or social media apps.
- Grooming, psychological abuse and coercive contact
- Controlling, coercive and threatening behaviour including all or some forms of domestic abuse (emotional, psychological, physical, financial, sexual including threats) by a partner or ex-partner
- Predicating inclusion or access to work or study opportunities or other advantages on participation in interactions of a sexual nature
- A promise of resources, access to education, opportunities and career progression in exchange for sexual access
- Misuse of power, by academic or professional staff towards students or more junior levels of employee or misuse of power in a relationship between students or employees who have unequal institutional power.

This definition of Sexual Violence also includes Sexual Harassment (as defined below).

Sexual Harassment

Sexual Harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. It includes any act of physical intimacy, request for sexual favours, or conduct including spoken words, gestures or the production, display or circulation of written words, pictures or other material that is unwelcome and could reasonably be regarded as sexually offensive, humiliating or intimidating.

The following are examples of behaviours associated with sexual harassment: (non-exhaustive list):

- Physical contact such as unnecessary touching, patting or pinching or brushing against another body, assault, coercive sexual intercourse or rape.
- Sexual advances, propositions or pressure for sexual activity, continued suggestions for social activity after it has been made clear that such suggestions are unwelcome, unwanted or offensive flirtations, suggestive remarks, innuendos or lewd comments
- The display of pornographic or sexually suggestive pictures, objects, written materials including posters, emails, text-messages, social media messaging or faxes
- Leering, whistling or making sexually suggestive gestures
- Conduct that denigrates or ridicules or is intimidatory or physically abusive of a person because of their sex.