

# Sexual Harassment

UAL follows up on all cases of sexual harassment reported by [staff](#) and [students](#), and investigates where information is provided.

We use the term sexual harassment to cover reports of misconduct, assault and rape. As these cases are often complex, we do not break down into types and degrees of abuse reported. However, we have separately included data where an allegation of rape is reported.

The way we report on sexual harassment is based on guidance from [Universities UK](#) and [1752 Group](#).

As part of our support, we may refer individuals to external services and help those seeking to file a police report. Information about referrals and police reports are recorded within individual student support and counselling case files. They are not reproduced in our statistics.

The figures show closed cases, including both historical complaints and group cases which are counted as a single instance. Active cases will be added to these figures once the cases have been closed and data will be published annually.

UAL has approximately 19,000 students and 3,000 members of staff. Recording of cases was centralised in November 2017, so the figures show cases from that point on.

## Total number of closed cases

Table 1 shows the total number of closed cases and who reported these cases to UAL per academic year. Please be aware that these tables do not include anonymous reports which are shown in **Table 5**.

**Table 1**

### Academic year 2018/19

Cases reported by	Male	Female	Other	Undisclosed
Students	2	12	0	0
Staff	1	1	0	0
Third Parties *	0	3	0	0
Total	19 closed cases in 2018/19 of which 3 were allegations of rape			

### Partial academic year (from November) 2017/18

Cases reported by	Male	Female	Other	Undisclosed
Students	0	11	0	0
Staff	0	1	0	0
Third Parties *	0	0	0	0
Total	12 closed cases in partial year of which 0 were allegations of rape			

Table 2 shows the same cases, broken down by who the reports were made against.

**Table 2**

### Academic year 2018/19

Cases against	Male	Female	Other	Undisclosed
Students	7	0	0	0
Staff	8	2	0	0
Third Parties *	2	0	0	0

### Partial academic year (from November) 2017/18

Cases against	Male	Female	Other	Undisclosed
Students	4	0	0	0
Staff	5	0	0	0
Third Parties *	3	0	0	0

\* These cases fall outside of the category of either student, alumni or staff. They commonly relate to individuals who have a relationship to third party organisations of which the University has a connection

## Outcomes following investigations and disciplinary action

Table 3 shows the outcomes following investigations by UAL per academic year. Some cases do not have listed outcomes because the victim requested the case was not pursued by the University; there was no case found to answer; information was not provided to investigate; or it was reported against a third party. In all cases the University takes record of and supports individuals reporting incidents.

**Table 3**

### Academic year 2018/19

Outcomes following investigations against students	
Exclusion	2
Warning	4
Informal resolution	1

Outcomes following investigations against staff	
Dismissal	1
Resignation	1
Disciplinary warning	2
Informal resolution	2

### Partial academic year (from November) 2017/18

Outcomes following investigations against students	
Exclusion	0
Warning	3
Informal resolution	0

Outcomes following investigations against staff	
Dismissal	0
Resignation	1
Disciplinary warning	1
Informal resolution	2

## Location of reported incidents

Table 4 shows the location of reported incident.

**Table 4**

### Academic year 2018/19

Incidents reported on UAL property	13
Incidents reported outside of UAL property	6

### Partial academic year (from November) 2017/18

Incidents reported on UAL property	7
Incidents reported outside of UAL property	5

## Anonymous reports

Table 5 shows anonymous reports to the University. These are cases reported through our online reporting tool [Tell Someone](#). We follow up on cases where information is provided, but not all cases can be investigated as individuals may choose to keep the details anonymous.

### **Table 5**

#### **Academic year 2018/19**

Reports received related to sexual harassment
1