

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 information 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 police reports. 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 20,000 students and 3,000 members of staff. Recording of cases was centralised in November 2017 so the figures show cases from that point on.

Reported cases of sexual harassment

This section shows a breakdown of the total number of sexual harassment cases reported to the University by each academic year. Please be aware these tables and totals do not include anonymous reports which are shown later in Table 6.

Tables 1 shows who reported cases to the University, and this data is recorded by gender and the reporting persons' relationship to the University. Tables 2 shows who cases were reported against and this data is recorded by gender and the accused's relationship to the University. In some cases multiple individuals make reports against a single individual.

'Third parties' refer to individuals who are neither staff nor students at UAL. They commonly relate to individuals who have a relationship to a third party organisation that UAL has a connection with.

Partial academic year: (November) 2017-18

There were 12 total reported cases of sexual harassment of which 3 were allegations of rape.

Table 1a - Who cases were reported by

	Male	Female	Other
Students	0	11	0
Staff	0	1	0
Third Parties	0	0	0

Table 2a - Who cases were reported against

	Male	Female	Other
Students	4	0	0
Staff	5	0	0
Third Parties	3	0	0

Academic year: 2018-19

There were 19 total reported cases of sexual harassment of which 3 were allegations of rape.

Table 1b - Who cases were reported by

	Male	Female	Other
Students	2	12	0
Staff	1	1	0
Third Parties	0	3	0

Table 2b - Who cases were reported against

	Male	Female	Other
Students	7	0	0
Staff	8	2	0
Third Parties	2	0	0

Academic year: 2019-20

There were 22 total reported cases of sexual harassment made of which 4 were allegations of rape.

Table 1c - Who cases were reported by

	Male	Female	Other
Students	1	15	0
Staff	0	6	0
Third Parties	0	0	0

Table 2c - Who cases were reported against

	Male	Female	Other
Students	7	0	0
Staff	9	0	0
Third Parties	2	0	0

Outcomes following investigations and disciplinary action

This section shows the outcomes of cases following investigations by UAL by each academic year.

Tables 3 shows outcomes of cases made against staff. Tables 4 shows outcomes of cases made against students.

Not all cases investigated have defined listed outcomes. This is because some investigations are abbreviated because: the victim requested the case was not pursued, there was no case found to answer, information was not provided to investigate, or the case was reported against a third party. In all cases the University provides support to individuals that have reported an incident and keeps records of its investigations and reported cases.

Partial academic year: (November) 2017-18

Table 3a - Staff outcomes

Dismissal	0
Resignation	1
Disciplinary warning	1
Informal resolution	2

Table 4a - Student outcomes

Exclusion	0
Warning	3
Informal resolution	0

Academic year: 2018-19

Table 3b -Staff outcomes

Dismissal	1
Resignation	1
Disciplinary warning	2
Informal resolution	2

Table 4c - Student outcomes

Exclusion	2
Warning	4
Informal resolution	1

Academic year: 2019-20

Table 3c -Staff outcomes

Dismissal	1
Resignation	0
Disciplinary warning	5
Informal and/or other resolution	3

Table 4c - Student outcomes

Exclusion	2
Warning	0
Informal resolution	0
Suspension	1

Location of reported incidents

Table 5 - Location of reported incident by academic year

Academic year	On UAL property	Outside of UAL property
(November) 2017-2018	7	5
2018-2019	13	6
2019-2020	17	5

Anonymous reports

Table 6 shows anonymous reports to the University. These are cases reported through our online reporting tool [Tell Someone](#) which was brought in University wide at the beginning of 2018. 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 6 – Anonymous reports

Academic year	Reports of sexual harassment
2018/19	1
2019/20	4