

Sexual misconduct and harassment.

This comprehensive single source of information outlines the approach of the University of Hull to preventing, addressing, and responding to incidents of sexual misconduct and harassment. It is intended for any party interested in the welfare of our staff and students offering information and guidance on our principals, policies and processes and highlighting our ongoing commitment to building a safe and inclusive environment for all.

The University of Hull and Hull University Students' Union are committed to fostering an inclusive culture that promotes equality, values diversity, and creates a working, learning and social environment in which the rights and dignity of all members of the community are respected.

At the University we encourage everyone to be good citizens, taking responsibility for the impact of their own actions and for calling out inappropriate behaviour in others. We promote a culture where everyone, individually and collectively, has an important role to play in influencing positive and transformative change.

We take all instances of sexual violence & harassment seriously and prioritise safe, and accessible pathways to report incidents, alongside the provision of comprehensive advice, guidance & support.

Definitions

What is sexual misconduct?

Sexual misconduct is any type of sexual act or contact that a person does not or cannot consent to. It may involve manipulation, pressure, bullying, coercion, intimidation, deception, threats, or force. This includes but is not limited to sexual harassment, sexual

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assault, rape, stalking, indecent exposure, non-consensual sharing of sexual images, groping, catcalling and making sexualized comments.

What is harassment?

Harassment is defined as unwanted conduct that has the intention, purpose, or effect of violating a person's dignity or creating a hostile, intimidating, degrading, humiliating, or offensive environment for that person. This includes sexual harassment defined as any unwanted conduct of a sexual nature. (Equality Act 2010; Protection from Harassment Act 1997) for more information see Equality Act 2010

We take a trauma- informed approach to responding to sexual misconduct and harassment in recognition of the fact that that universities are complex environments, home to communities of staff and students with diverse backgrounds and experiences. A trauma-informed approach ensures our focus remains on creating an inclusive and supportive environment. Our approach is underpinned by three pillars

- Prevention
- Reporting
- Supporting

What is a trauma-informed approach?

This approach consciously addresses the barriers people impacted by trauma may face, when accessing services and support. It acknowledges that trauma can diminish trust in individuals and institutions and focuses on empowerment and avoiding re-traumatisation.

A trauma-informed approach is at the heart of our integrated strategy for reporting and supporting our students who have experience sexual misconduct or harassment. This approach is guided by six key principles:

- Safety:
- Trust:
- Choice
- Collaboration
- Empowerment
- Cultural Consideration.

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We embed these principles through:

- Accurate Information Sharing: Ensuring that any information you share with us is received by the right people the first time.
- **Trained Staff**: Those receiving, handling, and managing your information are appropriately trained, with the requisite skills, knowledge, and experience to respond safely, sensitively, and with expertise.
- **Empowerment and Choice**: Staff working with you support your right to choose, recognize you as an expert in your own needs, and are committed to providing you with the right information to empower your decision-making.
- **Clinical Governance**: Our services are subject to robust clinical governance, and staff working within those services receive regular and relevant training and clinical supervision.
- Inclusivity and Cultural Sensitivity: Our services are inclusive and culturally sensitive. Staff are appropriately trained to recognize the impact of sociocultural norms, sexuality, disability, and gender on individuals' experiences of disclosing sexual misconduct and harassment.
- Seamless Integration and Collaboration: We ensure seamless integration and collaboration between our conduct and wellbeing services while maintaining a fair and unbiased approach to cases.
- **Expert Collaboration**: We provide expertise in understanding information sharing, safeguarding, and risk assessment, and collaborate with external experts when a student's needs extend beyond the scope of our service delivery.

Prevention

Prevention through policy, procedure & governance

Our policies are developed in consultation with subject matter experts with the principles of compassion, inclusivity, commitment to safety, fairness, transparency and respect at the centre. Our Policies prioritize the physical and emotional safety of our community with the aim of creating a safe and secure environment. We operate a robust process of governance and review to ensure that policies and processes remain fit for purpose, utilise relevant evidence, and support our institutional commitments.

- Student related policies & procedures
- Sexual misconduct, violence and harassment policy & disclosure procedures. This policy outlines the University's approach to the management of reports of sexual misconduct and harassment
- **Code of Student Conduct.** In accepting an offer to study at the University of Hull, students become an ambassador of the University and are expected to behave in a manner which reflects the University's values and culture. This code sets out the behaviours and standards expected from students of the University
- **Student disciplinary regulations :**These Regulations apply to all allegations of Student Misconduct which have occurred between students, by students to staff and by students to any other member of the University Community, including the University

Staff related policies and procedures:

- **Staff Code of Conduct:** This code provides a clear statement of the University's expectations of staff and affiliates in respect of their professional conduct.
- **Bullying & Harassment Policy:** The purpose of this policy is to outline the University's commitment to providing an inclusive, safe, and respectful educational and work environment. This policy outlines our commitment to preventing and addressing bullying and harassment within our university community.
- **Staff Disciplinary Policy & Procedure**: The purpose of the disciplinary policy and procedure is to provide a transparent process, comprising of a range of options designed to deal appropriately with matters of misconduct.
- **Staff Grievance Policy & Procedure:** This policy and procedure applies to all University employees who have a grievance, which is a concern, problem or complaint and the sets out how the University will respond to an issue raised via early informal or formal resolution.

Staff & student related policy and procedures

- Equality, diversity & Inclusion policy: This policy and accompanying guidance documents underpins our commitment to confront and eradicate violence, harassment and assault in all its forms
- Safeguarding & prevent Policy & procedure. Our safeguarding policy and associated processes aim to ensure we recognize and appropriately respond to concerns relating to children or adults at risk

- **Personal relations code of conduct.** This code of conduct sets out what is expected of all employees of the University in regard of their personal relations with other employees and students. The University does not seek to intervene or regulate personal relations but has legitimate concerns about such relationships where they affect the good order, running, regulation and reputation of the University and compliance with the provisions of the E6 Office for Students requirement to prevent and address harassment and sexual misconduct.
- Freedom of speech policy & code of practice on events: This Policy sets out how the University discharges its responsibilities in respect of taking steps to secure freedom of speech, the management of events and the promotion of freedom of speech and academic freedom.

To access a particular policy or document please visit <u>The policy and information Hub</u> on our website

Prevention through training

We believe that awareness and prevention are best achieved through knowledge. Our training aims not only to equip our community with essential skills and information but also to encourage critical thinking and reflection. Additionally, our training ensures that all members of our university community understand their roles and responsibilities regarding sexual violence and misconduct. We strive to clearly and consistently share pathways to advice, support, and guidance.

Student training

Mandatory student consent training is essential in preventing sexual misconduct and harassment in universities by fostering a culture of respect, accountability, and understanding. Our bespoke course, 'Consent in Context,' has been developed by subject matter experts, students, and external specialists, utilizing the latest research and evidence. This course aims to challenge prevailing misconceptions that perpetuate sexual violence, equipping students with the knowledge and skills to recognize and respond to incidents of sexual misconduct and harassment. It also ensures that students are confident in the support available to them and the mechanisms for reporting incidents.

The course content acknowledges the nuances of lived experiences and encourages reflection on behaviours and cultural norms. It adopts a sex-positive approach, encouraging students to consider what a healthy sexual encounter looks and feels like. This training is mandatory for all current and newly enrolled students starting from the academic year 2025/26.

Participation will be monitored, with reminders sent to those who have not completed the training at key points throughout the academic year. While the course is designed to be inclusive, we recognize that some students may find participation challenging. These students will be addressed on a case-by-case basis to understand their individual needs and challenges.

In-person training and awareness sessions are offered throughout the year and as part of our student induction program. We also collaborate with Hull University Students' Union to ensure that student representatives and peer supporters receive additional training to become confident advocates and effective at signposting students to appropriate support.

In compliance with the Office for Students regulations and the principles of freedom of speech, our training respects the diversity of opinions and encourages open dialogue. We are committed to creating an environment where all voices can be heard and where respectful debate is encouraged.

Current Students can find more information about the training by visiting the <u>wellbeing</u> <u>section</u> on their student portal

Training for staff

Recent investment in our organizational development and staff training means we provide staff with a comprehensive suite of training which supports our commitment to prevention. The suite of training ensures all staff are aware of their own responsibilities in relation to students and colleagues; Understand how they can report incidents of sexual misconduct or harassment and how they can access support for themselves or for staff they manage. The training includes:

- Mandatory Dignity at work training: This includes Bullying, Harassment, Sexual Misconduct, and Becoming an Active Bystander and outlines report and support mechanisms for both staff and students
- Mandatory Supporting the Distressed Student: Includes guidance on how to respond to any disclosures and to support a student to access university support services quickly and safely
- Mandatory safeguarding & prevent training. This includes information on simple and clear reporting pathways
- **Domestic abuse training:** Optional training available to help staff develop greater awareness of all forms of domestic abuse including reporting pathways for colleagues and students

Mandatory Non-academic misconduct training

Current Staff can find out more about training here <u>Learning & Development - Staff</u> <u>Portal</u>

Prevention through campaigns, collaboration & community

We are proud to have received support from the Office for Students and the Violence Against Women & Girls Commission in our efforts to protect students from sexual violence and misconduct. This funding enabled us to launch our 'Step Up' campaign, which actively challenges harmful 'victim blaming' narratives and focuses on addressing offender behaviour. Based on the principles of bystander intervention, the campaign and its materials were co-developed by staff and students. These resources, including interactive videos, are available to students via their e-learning platform.

We value our relationships and collaboration with local external services, appreciating their specialist knowledge and expertise. Ensuring these services have a regular and visible presence on campus helps remove barriers for both staff and students in accessing support and normalizes conversations about sexual violence and harassment. Our community benefits from expert contributions to the development and delivery of training and awareness sessions for staff. Our valued partners include, but are not limited to, The Blue Door, Domestic Abuse Partnership, Women's Aid, Valued Minds, and the Sexual Assault Referral Centre.

As an anchor institution, we actively participate in initiatives led by Humberside Police and Hull City Council, including the Violence Against Women and Girls Independent Advisory Group (run and chaired by Humberside Police), and the Sexual Violence Duty (SVD) Violence Against Women Group (both run and chaired by Hull City Council).

We take the safety of those accessing our campus environment seriously. We have a dedicated security team on site 24/7, our campus is well lit and extensively covered by monitored CCTV cameras.

Venues such as Asylum and the Student Union operated Wetherspoons are examples of social and commercial spaces run by Hull University Students' Union. Each has its own management team responsible for handling incidents within the premises. If incidents such as anti-social behaviour or assault occur in these venues, venue staff will contact the police in the first instance and inform University Security as appropriate. We work closely with venue teams and local authorities to help maintain a safe and secure campus environment.

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Prevention through Events & Workshops

Throughout the academic year, we offer a diverse range of workshops and events designed to increase understanding of sexual violence and domestic abuse, as well as to raise awareness of reporting and support options. These initiatives include our extended induction period, known as Student Start, and HUSU Freshers' events. The President team at HUSU work in partnership with the University on social media campaigns around key dates such as Sexual Violence Awareness Week and White Ribbon Day.

The impact of these efforts has been significant. By engaging students through various channels and events, we have seen an increase in awareness and understanding of these critical issues and confidence in reporting. Increased visibility of report and support options was evidenced by our National Student Survey Scores in 2024, in which students' awareness of wellbeing support services was above the sector average. Through these initiatives, we are making meaningful strides in creating a safer and more supportive university environment for everyone and are committed to continuing this

Reporting

We recognize that clear and consistent reporting processes and access to timely expert support are vital to support our community in raising issues and concerns. We also recognize that our investigation of such reports must be fair, ethical, unbiased and undertaken in line with the principals of a trauma informed approach.

Student reporting mechanisms:

In line with addressing barriers to reporting, our student wellbeing and conduct services work closely together to minimize the need for students to navigate multiple structures and pathways. This is critical for those who have experienced sexual assault or harassment who may be particularly distressed and or vulnerable. Current Students can tell us about an incident by:

- 1. By completing our <u>Pathways to Support form</u> on their Hubble portal
- 2. By completing our <u>Student Misconduct Report form</u> on their Hubble portal

Or

3. By telling a member of staff for example their personal supervisor who can <u>Report A</u> <u>Concern</u> on their behalf or visiting <u>the Hubble Centre</u>.

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Third parties can share a concern about a student by completing our <u>Report A Concern</u> form

If an urgent incident has happened out of hours, students on campus can contact our security team on 465555 or can contact emergency services if they or someone else is in immediate danger.

Communicating an incident through any channel does not constitute an initiation of the formal reporting process and outside of exceptional circumstances in which there is a wider risk to others, we empower students to choose whether they want to pursue a formal investigation.

When a student chooses to share with us a report of sexual misconduct or harassment they will:

- Be treated with care, respect and dignity
- Be provided with clear information on your reporting options both internally and externally. Options will vary dependent on whether the reported party is a student, staff member or member of the public.
- Maintain control of the process and be given the time and information to empower them to make decisions that are right for them without judgement
- receive help and guidance in navigating access to relevant external or internal services or processes
- Be offered a range of support options tailored to their specific needs.

In exceptional circumstances where there are wider public protection or safeguarding issues, the university may be required to report directly to the police or to other authorities even without a student's consent. Where this is the case, we will always endeavour to inform impacted parties of this.

reporting to the police:

- We provide advice and guidance to help students navigate this process
- Students can access support from <u>our wellbeing services</u>
- We can refer students to specially trained independent sexual violence advocates who can provide specialist support, offer guidance and advice and advocate for them with the police

What is an independent sexual violence advocate

- Independent sexual violence advisors (ISVAs) are specially trained staff who give practical and emotional support to adults, children and their families.
- An ISVA can help:
 - if you're thinking of reporting to the police, but are unsure what that involves, they can talk you through the process
 - if you do decide to report to the police, they can support you throughout the investigation and if your case goes to court
 - advise you about your health, wellbeing and rights and to access other support services

If there is a police investigation, any university investigation will be paused until the police case is resolved. We may however still be able to take precautionary actions to maintain a student's safety and to support any bail conditions

If you would prefer to report directly to the police you can do this online <u>Report |</u> <u>Humberside Police</u>, by calling 999 in an emergency or 101 in a non-emergency situation.

reporting internally (reported party is a student):

- Cases will be investigated without bias by a conduct and complaints officer, and the reporting party will be kept informed of the process and the outcomes.
- They will have access to support throughout, and statements can be taken by specially trained staff from the wellbeing service in line with our trauma-informed approach

reporting internally (reported party is a member of staff)

- Any such cases will be investigated by specially appointed external investigators and students will be informed of the progress and outcomes of the investigation
- They will have access to support throughout from student wellbeing services
- They can access independent advocacy, advice and guidance through the Hull University Students' Union Advice Centre <u>Advice Centre | Hull University Students'</u> <u>Union</u>

Investigations & Outcomes

The university is committed to ensuring that all investigating officers are fully trained and supported in conducting fair and impartial investigations, free from judgement or bias.

- Where the reported party is a University of Hull student, the case will usually be progressed in line with Student Disciplinary regulations.
- Where the reported party is a member of the University of Hull staff or someone whose services have been contracted by the university, the case will usually be progressed in line with the Staff disciplinary policy & procedure.
- Where the reported party is a staff member at a placement organisation, the case will be usually be progressed through a referral to the designated safeguarding lead or nominee through the 'raise a concern' process who will work with colleagues in relevant academic and professional departments to determine the most appropriate next steps.

The University of Hull has a range of outcomes and sanctions available, and the application of these will be determined by a range of factors taking into consideration the nature and impact of the incident and the interests of the reporting student, the university community and in some cases, the safeguarding of members of the public. Potential outcomes are detailed in the relevant policies.

We recognise the importance of informing those involved in an investigation of the outcomes.

- The reporting party will be informed of the outcome of any investigation including whether the allegations have been upheld on the balance of probabilities, the rationale for the decision and any actions which directly impact them.
- The reported party will be informed of the outcome of any investigation including whether the allegations have been upheld on the balance of probabilities, the rationale for the decision and any sanctions which have been imposed.
- Sharing of information with any other parties including witnesses, will be determined on a case-by-case basis balancing the rights to confidentiality, the safety of others and the operational actions required by colleagues to enforce any outcomes or sanctions

Handling information.

Any information disclosed, shared or reported regarding sexual misconduct or harassment will be treated with sensitivity, fairness and confidentiality. However, if we have reason to believe based on that information, that someone is at risk of harm or that there is a Safeguarding concern, we may be required to share that information with relevant authorities. We will always endeavour to undertake this with transparency and where possible to inform affected parties of this beforehand.

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Detailed guidance of how we treat information is available in the following privacy notices:

- Student Privacy notice
- Staff & applicant privacy notice
- Research participant privacy notice
- Alumni privacy notice

These documents are available in the Policies & Information Hub on our website

Third party hate crime reporting.

Our Hull University Students' Union Advice Centre is an official Hate Crime Reporting Centre. If you have experienced or witnessed any form of hate crime, please contact the Advice Centre <u>Advice Centre | Hull University Students' Union</u>

Support

At the University of Hull, we understand that experiencing sexual misconduct or harassment can profoundly affect various aspects of an individual's life. By providing trauma-informed, timely, and person-centred support, we aim to help individuals navigate these challenges and reduce the impact on the areas of life that matter most to them.

Internal Support for students who have experienced sexual misconduct and harassment:

Students can access support by:

- Completing our <u>Pathways to Support form</u> on their Hubble portal
- <u>Contacting Hubble</u> in person, by telephone or using live chat
- Speaking to a trusted staff member such as a personal supervisor, or person external to the university such as a parent, who can <u>Raise a Concern</u> on their behalf

Any student who has experienced sexual misconduct or harassment is provided with the option to engage in a comprehensive and person-centered package of support which includes:

- One to one advice guidance and supportive interventions with experienced practitioners and an allocated case manager whether they choose to report or not
- The opportunity for any witness statements for internal reporting purposes, to be taken by specialist wellbeing practitioners in line with our trauma informed approach

- Advice, guidance and facilitation of external referrals including, where appropriate, external specialist psychotherapy services, Independent sexual violence advocacy services and other specialist organizations.
- Opportunities to engage with local external services in the familiarity and safety of campus
- Independent advocacy through Hull University Students' Union Advice Centre
- Tailored academic support, advice and guidance designed to minimize impact on your studies and collaboratively provided between student wellbeing services and academic departments. This may include but is not limited to the application of temporary teaching & learning adjustments, additional considerations and extensions
- Free subscription to the hollieguard app HollieGuard Personal Safety App
- Practical support and assistance where required, for example, through the provision of emergency accommodation on campus and consideration of financial support. Out of hours, emergency accommodation, taxi vouchers and care packages are available via our security team - call 01482 465555
- Access to our <u>24/7 student assistance programme counselling and legal advice</u> <u>support line</u> and the opportunity to access free structured counselling

Internal Support for students who have been reported as a perpetrator of sexual misconduct or harassment

We also recognize that there may be both an academic and emotional impact on a reported party in cases of sexual misconduct and harassment, particularly where precautionary measures are in place. In such cases reported parties also have access to:

- Individualised & unbiased tailored support from experienced advisors and practitioners
- Facilitated referrals to external services
- Independent advocacy via Hull University Students' Union Advice Centre
- <u>Access to 24/7 helpline</u> and free structured counselling
- Practical support and assistance where required, for example, through the provision of emergency accommodation on campus and consideration of financial support. Out of hours, emergency accommodation, taxi vouchers and care packages are available via our security team call 01482 465555
- Consideration of tailored academic support and adjustments

Report and support mechanisms for staff

Staff can access report incidents and access support via a range of internal pathways. Support is available both to those reporting and those who may have been reported. Information on all pathways is available to current University of Hull staff via the or through discussion with their line manager.

- first line support via line managers who can provide signposting to both internal and external services.
- Access to our comprehensive Employee Assistance Programme, Help@Hand which is available to all colleagues, 24/7
- Access to Occupational Health alongside free access to counselling services
- Access to the Dignity and Respect Advisors who provide support and signposting
- Access to trade union for advocacy, support and signposting
- Access to a professional People Services Team to support, guide and advise
- Ability to raise a complaint or concern via the Grievance (resolution of) Procedure which will be overseen by a CIPD qualified HR expert
- Tailored workplace adjustments/arrangements whilst matters are being investigated (if applicable)

Freedom of Speech

Freedom of speech and academic freedom are central tenets of University and student life. These are part of the wider University stance on Freedom of Expression as defined in the Human Rights Act and covered within the University's Ethics Framework [Ethics Framework. The University believes that a culture of free, open and robust discussion can be achieved only if all concerned engage critically but courteously with each other, in line with equality legislation. The University does not tolerate any form of harassment or victimisation and expects all members of the community, and its visitors, to treat each other with respect, courtesy and consideration. The University is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all members of the community are respected.

The University and the Hull University Students' Union (HUSU) are committed to upholding freedom of speech and academic freedom of enquiry in its activities, including teaching and research, to ensuring that free and open discussion can take place in an atmosphere of tolerance, openness and inclusivity. This allows all members of our community to

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engage with each other, and the public, in debate and discussion, and remain open to both intellectual challenge and change.

The legal duty of UK universities to protect freedom of speech is enshrined in legislation, including the Higher Education (Freedom of Speech) Act 2023, Education (No. 2) Act 1986 and the Human Rights Act 1998 and academic freedom is protected by the Education Reform Act 1988. The 2023 legislation requires the University to undertake a number of steps including:

The governing body of a registered higher education provider must promote the importance of—

a. freedom of speech within the law, and

b. academic freedom for academic staff of registered higher education providers and their constituent institutions, in the provision of higher education.

The Office for Students has oversight for the duties imposed on the University will consider its guidance when developing internal procedures

External support & information.

The following represents a non-exhaustive list of local and national support services. This does not include services based outside of the UK. For any student experiencing difficulties outside of the UK, we will support them to identify appropriate support in their locality.

Support for women, men & LGBTQIA+ people experiencing sexual or domestic abuse, sexual assault or rape.

In Hull & surrounding areas

Humberside Police – online report portal <u>Report | Humberside Police</u>

The blue Door (ISVA's for Hull, East riding, North Lincolnshire) The Blue Door

The Casa Suite – Sexual assault referral centre (Hull) Home - CASA

Information on forensic evidence in rape and sexual assault <u>Forensic evidence in rape and</u> <u>sexual assault | Humberside Police</u>

Hull Domestic Abuse Partnership (DAP) provide a support service for victims and survivors of domestic abuse - <u>The support we offer – Hull DAP</u>

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Elsewhere in the UK

Find your nearest sexual assault referral centre Find a rape and sexual assault referral centre - NHS

Contact the police on 999 or 101

<u>Rape Crisis England & Wales</u> offer 24/7 rape & sexual abuse support line (0808 500 2222) a live chat option and can help to identify ISVA's in other areas of the UK

Women's aid is a voluntary organisation dedicated to supporting women and children who are victims of domestic abuse <u>Home - Women's Aid</u>

The survivors trust offer a helpline, information on a wide range of voluntary agencies who offer support throughout the UK and Ireland and an online ISVA service <u>The Survivors Trust</u> - <u>Rape & Sexual Abuse Services UK</u>

<u>Homepage - National Domestic Abuse Helpline</u> 24/7 helpline for victims of domestic abuse

Galop offer support to LGBT+ people who have experienced abuse and violence and includes a telephone support line (0300 999 5428)

National stalking helpline run by the Suzy Lamplugh Trust <u>National Stalking Helpline | Suzy</u> Lamplugh Trust

Revenge Porn Helpline is a UK service supporting adults who are experiencing intimate image abuse Revenge Porn Helpline - 0345 6000 459 | Revenge Porn Helpline

The male survivor's partnership provides resources to support make survivors of sexual abuse <u>homepage - MSP - The Male Survivors Partnership</u>

Support for black, minoritised and migrant survivors

Imkaan is an organisation dedicated to addressing violence against black and minoritised women & girls Imkaan

Support and advice for Gypsy, Roma and Traveller women and girls including a dedicated helpline Domestic Abuse and Sexual Violence | The Traveller Movement

Karma Nirvana support victims or those at risk of honor based violence <u>Get help – Karma</u> <u>Nirvana</u> <u>Home - Southall Black Sisters</u> supporting Black and minoritised, and migrant women and children experiencing domestic and sexual abuse

Support for perpetrators of domestic abuse who want help to address their behaviours <u>Charity to Help Domestic Abuse Perpetrators | Respect Phoneline UK</u>

Breaking the silence offers support for male survivors who are of Asian, African and African Caribbean origin <u>Breaking the Silence</u>

Support for disabled people.

<u>Stay Safe East - supporting disabled survivors of abuse - Stay Safe East</u> provide advocacy and support services to survivors of domestic abuse, sexual violence, hate crime, harassment and other forms of abuse.

<u>Domestic Abuse Service - SignHealth</u> provide a specialist domestic abuse service to support deaf people in finding safety and security.

Faith based support

Muslim Women's Network (MWNUK) helpline

National specialist faith and culturally sensitive helpline for Muslim women who are experiencing any issue.

Jewish Women's Aid Organisation supporting Jewish women affected by domestic and sexual violence.

<u>Restored</u> Organisation supporting Christian women experiencing domestic abuse.

Sikh Women's Aid Organisation supporting Sikh women experiencing domestic abuse

Sexual health

In Hull.

Hull - Yorkshire MESMAC Yorkshire MESMAC is one of the oldest and largest sexual health organisations in the country. They offer services to various communities across Yorkshire, including men who have sex with men, people of colour and other marginalised races, people misusing drugs, sex workers and LGBT+ young people and adults. Mesmac visit campus regularly and can be found on the ground floor of the student central building throughout the academic year.

In the UK

NHS webpage detailing a range of options for accessing sexual health advice, guidance and information <u>Where can I get sexual health advice, now? - NHS</u>

The scope of the information contained within this document covers all enrolled students at the University of Hull including, London Study Centre students, Hull online students and Hull registered Hull York Medical School Students and all staff employed by the University of Hull. Arrangements are in place to ensure compliance with these standards for our partnership organizations for whom the university of hull is the awarding body.