



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

Bullying, Harassment and Sexual Misconduct List of Unacceptable Behaviours

UCEM acknowledges that it is not possible to provide a complete list of behaviours that constitute bullying, harassment, or sexual misconduct. Behaviours which may be perceived as acceptable by one individual may be seen as unacceptable by another. Many contributing factors, including context, location, tone, and relationships may all affect whether something is seen as acceptable. In general, UCEM expects that the following behaviours would be seen as unacceptable (this list is not exhaustive), and acknowledges that they may take place online or in person:

- Coercion, including promises of rewards in exchange for sexual favours
- Unwanted behaviour or conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment because of, or connected to, one or more of the protected characteristics
- Sexual harassment
- Assault
- Rape
- Unwanted sexual advances
- Distributing private and personal explicit images or video footage of an individual without their consent
- Upskirting
- Sexual innuendo
- Suggestive or unwelcome comments or attitudes, insulting behaviour or obscene or offensive gestures
- Intimidation
- Unwelcome advances, attention, invitations, or propositions
- Constant non-constructive criticism
- Displaying, transmitting or offering access to degrading, indecent pornographic or racist material including posters, graffiti, websites or emblems
- Excessive or unwanted contact of any kind
- Intrusion by spying, pestering, following, stalking
- Personal insults or name calling

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- Persistently ignoring, patronising, or excluding
- Public humiliation, derogatory or belittling remarks
- Setting up for failure by imposing impossible workloads or deadlines
- Shouting or sarcasm
- Staring or leering
- Unnecessary and unwanted physical contact
- Cyberbullying- which might include denigration, impersonation, stalking, harassment, flaming outing, trickery and/or exclusion
- Being aware of bullying and/or harassment, and taking no action (being a 'bystander')
- Hate incidents or crimes (those based upon race, religion, disability, sexual orientation, or transgender identity, and may include one or more of the unacceptable behaviours described above)