

Sources of information and support

University Harassment Advice: <https://edu.admin.ox.ac.uk/harassment-advice>

Occupational Health: <https://occupationalhealth.admin.ox.ac.uk/>

People and Organisational Development (POD) courses – Challenging Behaviour: Dealing with bullying and harassment in the workplace;

Assertiveness training: <https://pod.admin.ox.ac.uk/course-listing>

Government website: www.gov.uk/workplace-bullying-and-harassment

National Bullying Helpline

Helpline: 0300 323 0169

Telephone: 0845 225 5787



About the Department

The Department of Statistics does not tolerate any form of bullying or harassment and expects all members of the Department to treat others with dignity, respect and consideration no matter their age, disability, race, sex, sexuality, gender identity, religion, belief or appearance.

The Department of Statistics aims to ensure that every person feels safe and happy while working

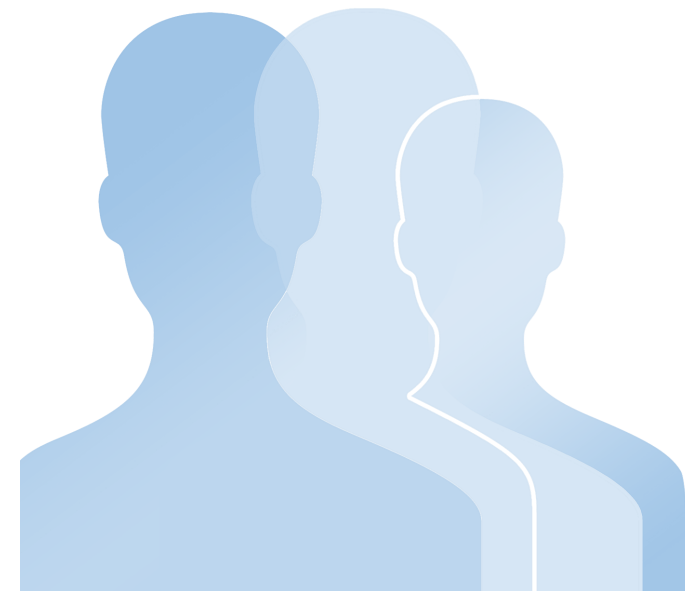
Social Events in the Department of Statistics

At the Department, we like to make sure that staff and students have a chance to meet and get to know each other. There are social events that take place weekly.



Department Coffee Mornings: Every Tuesday during term time from 10.45am -11.15am. Please note, the location of these varies from week to week.

Anti-bullying and harassment information



What is harassment and bullying?

A person subjects another to harassment by engaging in unwanted and unwarranted conduct which has the purpose or effect of:

- violating another person's dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for another person.

Bullying is a form of harassment and may be characterised as offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Some examples of harassment and bullying are:

- unwanted physical contact, ranging from an invasion of space to all forms of sexual harassment;
- offensive or unwelcome comments, made in person or through electronic media;
- intimidating, demeaning or patronising behaviour;
- threatening to disclose, or disclosing, private information without permission;
- spreading malicious rumours;
- excluding someone from normal work or study place conversations, or social events;
- criticising an individual without providing constructive support.

What action you can take if you feel you are being harassed or bullied

Confide in someone

Trained Harassment Advisors are there to listen, support and give advice, in confidence, to those who feel they are being bullied or harassed. Harassment advisors can explain what steps you can take to address the bullying.

The harassment advisors in the Department are:

Maria Christodoulou

maria.christodoulou@stats.ox.ac.uk

Hannah Harrison

hannah.harrison@stats.ox.ac.uk

There is a large network of harassment advisors who are able to help if you feel unable to talk to anyone in the Department. Contact the Harassment Line to find an advisor outside the Department.

Harassment Line : (01865 2)70760

harassment.line@admin.ox.ac.uk

Find an harassment advisor at the Maths Institute:

<https://www.maths.ox.ac.uk/members/hr/wellbeing-and-support/harassment-advisors>

Staff can also talk to their line manager, HR, a trusted colleague or Occupational Health.

Students can also talk to a member of their college Welfare Team, their supervisor, a peer supporter, the Counselling Service or OUSU Student Advice Service.

Address the person informally or formally

Speak to the person, or write a letter, and tell them that you are unhappy with their behaviour. If you feel unable to go directly to that person, a mediation session with a trained mediator can be set up to help both sides come to an agreement.



Make a Formal Complaint

If all other actions have failed to resolve the issue, or if the situation is serious, a formal complaint can be made. This should be done by writing to the Head of Department or Head of Division.