UCD Equality, Diversity and Inclusion

UCD
Dignity & Respect
ANNUAL REPORT 2022/23

Contents

Foreword

Welcome to the second report dedicated to dignity and respect at UCD for the academic year 2022/23, presented by the UCD Dignity and Respect Oversight Group.

The publication of the first Dignity and Respect Annual Report 2021/22 was an important milestone in the work the University has committed to in building an inclusive and respectful culture and in reporting against progress in this space.

Following activities undertaken during 2021/22 to deliver on the recommendations of the 2021 Dignity and Respect Review Report, the University has continued implementing the necessary structures and supports and embedding of dignity and respect into a range of processes in UCD. This includes the work of the Dignity and Respect Support Service, established in November 2021 and officially launched in May 2022 by By Simon Harris TD, Minister for Further and Higher Education, Research, Innovation and Science; it also includes the ongoing awareness and communication campaign, the roll-out of university-wide training in September 2022, outreach across the community and other related projects and activities which are outlined in this Report.

Through the engagement in training, workshops, support services and outreach initiatives, it is clear that the community is committed to upholding an inclusive and respectful workplace and classroom for everyone. UCD will continue to reach out to our students, employees, community members and those in key roles who have a responsibility to uphold dignity and respect at UCD to bring about important culture change.

I would like to acknowledge the work of the Culture and Engagement team in UCD, including Equality Diversity and Inclusion (EDI) and the Dignity and Respect Support Service, who support and deliver a lot of the work in this area, as well as the Students Engagement, Conduct, Complaints and Appeals Team (SECCA), the Dignity and Respect Oversight Group and the Ending Sexual Harassment in Third Level Education (ESHTE) Group. This work would also not have been possible without the contributions of many other colleagues and members of the UCD community.

While some of the information presented in this Report may be challenging, this publication supports UCD's commitment to transparency regarding Dignity and Respect. I encourage anyone who has witnessed or experienced bullying, harassment or sexual misconduct to contact the Dignity and Respect Support Service, who can provide information regarding the options for reporting and resolving incidents.

Prof. Aoife Ahern Chair, Dignity and Respect Oversight Group

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Dignity and Respect
Annual Report Overview
2022/23

This Report provides an overview of dignity and respect in UCD where all details in relation to bullying, harassment and sexual misconduct are incorporated into a single report and builds on the first Dignity and Respect Annual Report 2021/2022.

It reports on progress on how UCD is continuing to foster a respectful culture and contains updates on the awareness campaign, training, outreach and supports, as well as a holistic data set in relation to disclosures to the Dignity and Respect Support Service, an analysis of the data from UCD's anonymous reporting tool and formal complaints.

A snapshot of Dignity and Respect (D&R) data included in this report has been provided in the infographic for the period 2022/23. The data across all aspects of dignity and respect is interrelated where common trends across the data can be identified as well as how various initiatives impact the data.
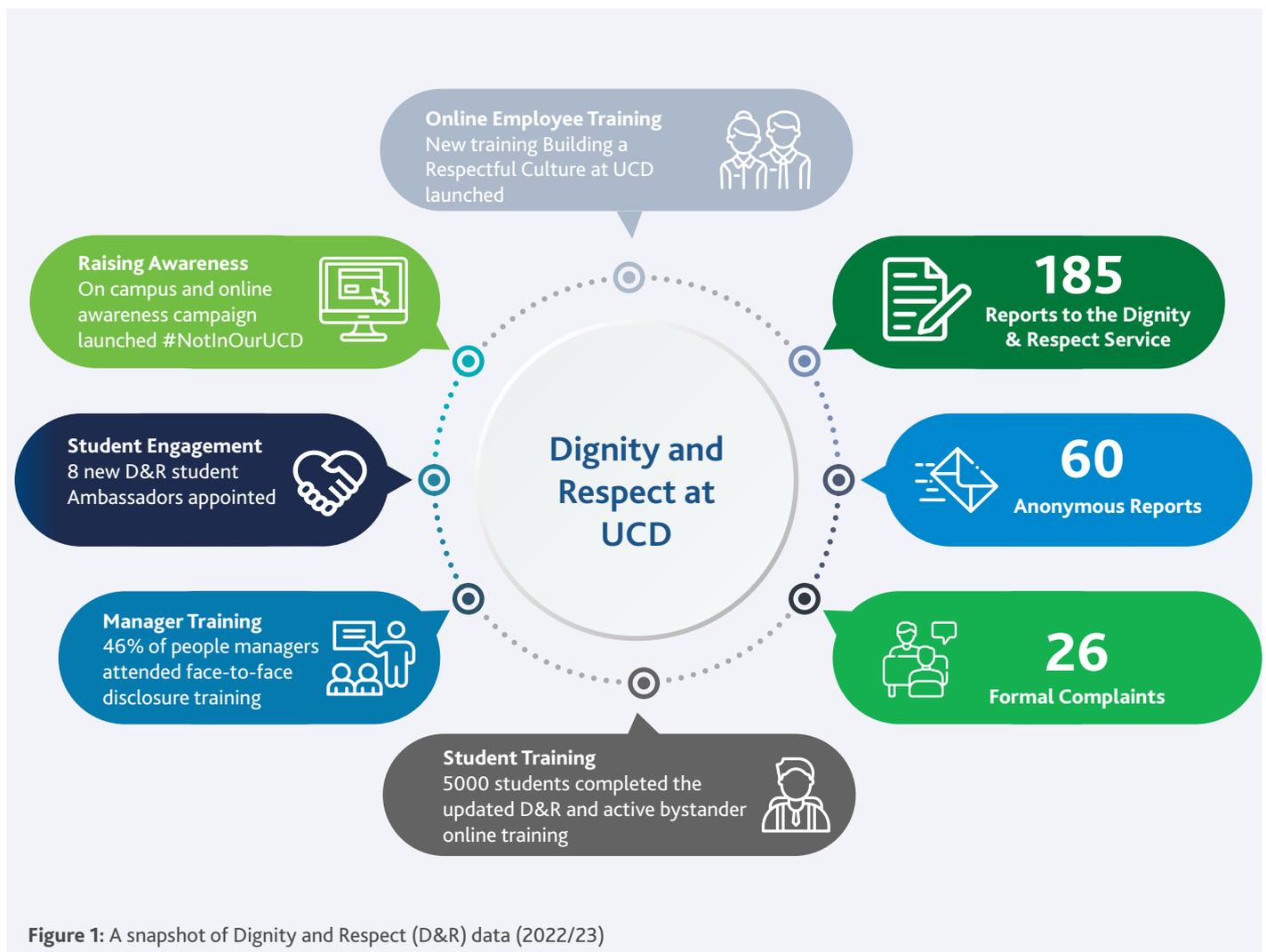

Online Employee Training
New training Building a Respectful Culture at UCD launched

Raising Awareness
On campus and online awareness campaign launched #NotInOurUCD

Student Engagement
8 new D&R student Ambassadors appointed

Manager Training
46% of people managers attended face-to-face disclosure training

Dignity and Respect at UCD

185 Reports to the Dignity & Respect Service

60 Anonymous Reports

26 Formal Complaints

Student Training
5000 students completed the updated D&R and active bystander online training

Figure 1: A snapshot of Dignity and Respect (D&R) data (2022/23)

2 Building a Respectful Culture
(Policy Implementation)

As part of a new initiative to foster a respectful and welcoming environment for students in UCD, D&R Support Service has recruited D&R Student Ambassadors for 2023/24. The Ambassadors, who have received appropriate training, are student champions and role models who will support The Service's outreach work.

2.1 Outreach and Support

2.1.1 Dignity and Respect Support Service

The UCD Dignity and Respect Support Service continued to provide a high level of personal support, specialist information, and guidance to students, employees, and community members experiencing issues related to bullying, harassment, and sexual misconduct (see data in Section 3.) In addition, the Dignity and Respect Support Advisers have been actively engaged in outreach activities targeting both student and employee cohorts. The D&R Support Service utilises multiple platforms including orientation events (student and employee), workshops, training programmes, discussion cafés, information stands, and social media to promote the Service, disseminate information and engage with the UCD community.

The Service played an essential role in UCD Orientation 2022 by contributing content to various modules and websites in addition to undergraduate and graduate information booklets. The Service also participated in President's Welcome events and provided training for student leader groups, such as UCD Sport Club Officers, Peer Mentors, Auditors, Residential Assistants, Global Guides, and the Students' Union. The D&R Support Service Advisers delivered presentations to 19 Programme Orientations, addressing over 3,500 students. An information stand at the Student Support Services Hub received over 7,500 visitors, and 3,500 D&R Service branded highlighters were distributed to students. The Service's social media following increased by over 700 users during this period.

To provide convenient access to support, the Service opened satellite clinics at UCD Smurfit and UCD Village in Belfield. Throughout the academic year, the Service set up information stands in various buildings, ensuring that every building was reached at least once during each trimester. The Service actively participated in university events including the Consent Roadshow with the Students' Union, Grads Connect, and engaged in a pilot programme to roll out D&R pre-placement workshops to students in collaboration with the UCD School of Agriculture and Food Science.

3,500 Students received presentations by D&R Support Service Advisers delivered

7,500 Visitors to Student Support Services Hub

3,500 D&R Service branded highlighters were distributed

700 New social media users

The D&R Support Colleagues were awarded a UCD Values in Action Award in December 2022 in recognition of their work.

Information on D&R Support Service is incorporated in the new employee orientation programme and D&R Support Advisers are represented at Welcome Socials for new employees. Information on D&R Support Service is now embedded in Head of School induction and the services provided by D&R Support Service are extensively referred to in both D&R training (for managers and the employee online course). In addition to offering interactive workshops for academic and professional, managerial, support and technical employees via the UCD EDI training page, D&R Support Service contributes to module content on the RISE leadership development programme. During the academic year, D&R Support Service Advisers visited School and EDI committee meetings to present on the progression of their work and contributed to and delivered workshops for employees and casual staff such as invigilators.

2.1.2   Dignity and Respect Support Colleagues

The voluntary panel of Dignity and Respect Support Colleagues continued to play a vital role in the implementation of the University's Bullying & Harassment and Sexual Misconduct Policies. The Colleagues, who have received specialist training, continued to provide a listening ear, non-directive advice, policy information, and personal support to employees impacted by issues of bullying, harassment, or sexual misconduct. In 2022/23, the Colleagues engaged in activities to affect culture change including presenting and facilitating D&R discussion cafés, contributing to training workshops, and local awareness-raising activities. The D&R Support Colleagues were awarded a UCD Values in Action Award in December 2022 in recognition of their work. Expressions of Interest will be sought in 2023/24 to expand the panel and ensure it is representative.

Service user comments:

" I would just like to say that I have found your support over the last year to be immeasurable, and I really appreciate it. Many thanks. The work that you and your colleagues do is so important and it does make a difference.

" Thank you so much for taking the time to meet with me today and for sending through the information. Meeting with me has made me feel less alone and isolated in what I am going through.

" I want to extend my sincere thanks to you and the dignity and respect team for your support and professionalism throughout this process.

" Once again, I would like to thank you for your understanding and guidance. I was very shocked by what happened, I never expected to encounter that kind of behaviour at college and I was so relieved that there was a unit that could help and support me

2.2 Awareness Campaign

Phase two of the communications strategy developed over Spring/Summer 2022 to support the culture change journey by raising awareness and changing behaviours was rolled out for the new academic year. This rollout included high-profile banners running the length of the Belfield Campus spine, from the UCD Sports Centre to the UCD Restaurant. The #NotInOurUCD banners highlighted unacceptable behaviours and encouraged community members to take the bespoke UCD D&R training. Thematic social media posts were also issued directly and through partners (e.g. The Students' Union and other UCD Units) to reinforce the messages on the banners and the call to action. Communications point back to the Dignity & Respect website which details the training and support available.

The campaign was extended to the Blackrock campus with the installation of a series of wall decals in prominent positions within the buildings in the second trimester.

The campaign in high-footfall areas across both campuses was augmented with a series of three posters encouraging those experiencing harassment, bullying and sexual misconduct to seek support from the Dignity and Respect Support Service. 450 posters were distributed through the D&R Oversight Group and EDI Group and sub-groups for members to put up in public spaces within their buildings.

The campaign is now progressing to identify positions in high-footfall buildings where wall decals could be installed to further spread the campaign message for the academic year 2023/24. The ongoing campaign will be supported by social media promotion.

2.3 Training

2.3.1 Bullying, Harassment and Sexual Misconduct Disclosure Training for People Managers

In 2022/23, 313 people managers (46% of the population) completed the face-to-face dignity and respect disclosure training. Just under 40 sessions were held between June 2022 and August 2023, with an average attendance of 8 participants per session, out of a possible 16-20 participants (see data below.) The relatively high cancellation rate is consistent with other training offerings in the University, including non-EDI sessions or events - filling sessions to capacity is a challenge we are aware of. UCD had originally committed to train all managers in 2022/23, and a number of awareness-raising measures were taken to increase attendance. Further proposals will be introduced in the next Academic Year.

Feedback on the training has been extremely positive with over 90% of people managers surveyed agreeing that the training is effective. Participants' confidence levels in recognising inappropriate behaviours and gaining the skills to support colleagues impacted by bullying, harassment and sexual misconduct increased significantly when comparing pre-course questionnaires with post-course evaluation.

A comprehensive Dignity and Respect Toolkit was developed and distributed in 2023 to continue to support managers in this space. It complements the face-to-face training and includes a recap of key material like definitions of inappropriate behaviours, relevant law, types of resolution and duty of care. In particular, the techniques outlined in the Toolkit will support managers in handling disclosures and having sensitive conversations.

Typical feedback comments

"Excellent course. Nuanced approach to a complex area. Sent out a strong message that culture change in this area is a priority"

"From being a little overwhelmed to becoming a role model and providing a safe environment for people to work"

"This was a really informative, valuable and thought-provoking course"

"I've learned so much about behaviours which are not acceptable and how to navigate situations and provide support to colleagues"

Bullying, Harassment and Sexual Misconduct Disclosure Training for Managers (Face to Face)

June 2022 - August 2023

46% (313)

Completed ● Yet to complete ●

Figure 2: Completion rates of face-to-face training

36% (114) Male
64% (199) Female
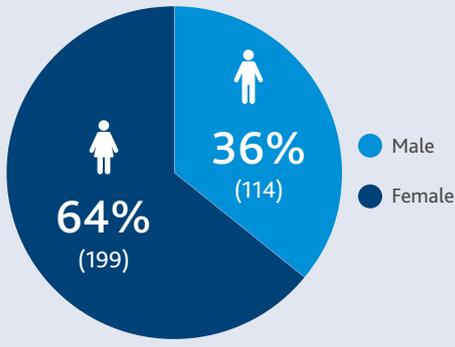
Figure 3: Gender breakdown - face-to-face training

31% (96) Academic
1% (4) Research
68% (213) Support
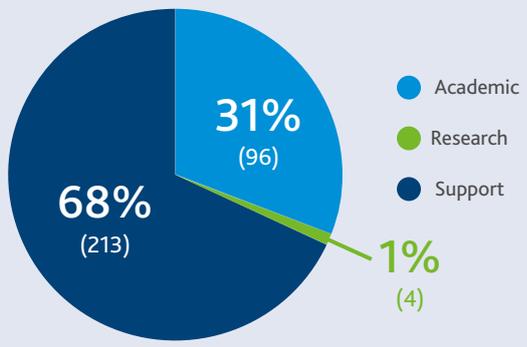
Figure 4: Staff breakdown - face-to-face training

37 Number of Sessions

313 Total Attendees

8.4 Average Attendance

6.7 Average Cancellation

Figure 5: Attendance of face-to-face training
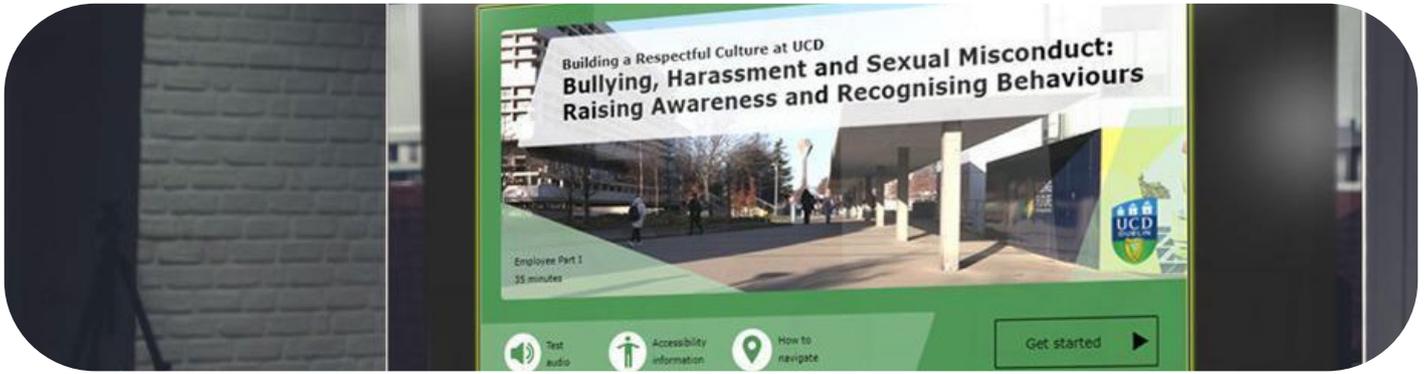
2.3.2 Building a Respectful Culture at UCD

The Dignity and Respect online training for employees "Building a Respectful Culture at UCD" was launched in September 2022 on Brightspace. It is divided into two parts: 1. "Raising Awareness and Recognising Behaviours", and 2. "Supports, Options and How to Be An Active Bystander".

A total of 629 employees completed the online D&R training between September 2022 and August 2023 (15% of the core employee population.)

There is higher engagement with both versions of the training among women and staff (including administrative, professional and technical) and efforts are being taken to further promote the training with Faculty and male colleagues.

Feedback is exceeding expectations and it is clear that the training is meeting its objectives:

100% of participants surveyed

would recommend the course to a colleague

90% of participants surveyed

feel more confident about recognising inappropriate behaviours that constitute bullying, harassment and sexual misconduct after completing the course

83% of participants surveyed

feel more comfortable in coming forward and would report bullying, harassment or sexual misconduct after completing the course

93% of participants surveyed

understand the importance of being an active bystander and would intervene in bullying, harassment or sexual misconduct situations, if safe to do so, after completing the course

92% of participants surveyed

agree that the course will support them in ensuring that UCD is a safe and respectful place for all members of the community

Building a Respectful Culture at UCD (Completion rates of online employee training)

September 2022 - August 2023

15% (629)

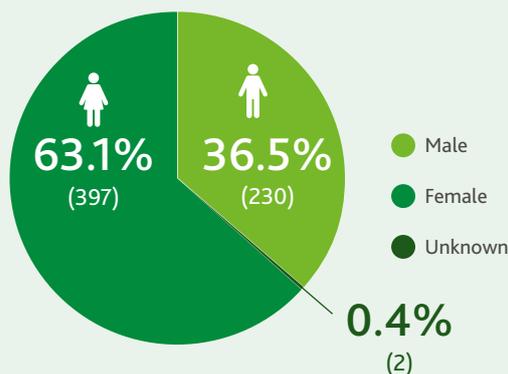Completed ● Yet to complete

Figure 6: Completion rates for face-to-face manager training

63.1% (397) 36.5% (230) 0.4% (2)

Male
Female
Unknown

Figure 7: Gender breakdown - online training

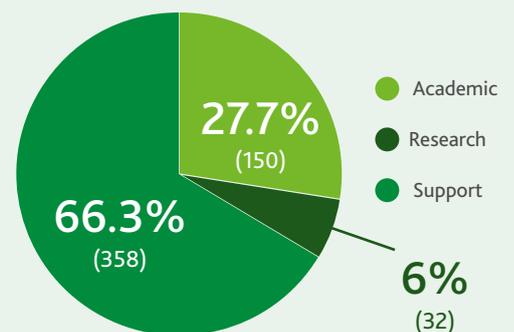27.7% (150) 66.3% (358) 6% (32)

Academic
Research
Support

Figure 8: Staff breakdown of online training

2.3.3 Continued Efforts to Promote the Employee Training

The dignity and respect training for employees and managers is promoted on an ongoing basis via the online and on-campus communication campaign, by the College Vice-Principals for EDI, by the D&R Support Service Advisers, HR Partners and at employee orientation and Head of School induction. Information about the training and the D&R Support Service is included in a dedicated presentation within the EDI Webinar "Leading Inclusively" as part of the leadership development programme RISE.

During Summer 2023, having completed the first cycle of the training and a full review of completion rates, attendance rates and overall engagement, which was lower than anticipated, EDI sought ways to further promote both versions of the employee D&R training.

A new digital badge was developed and will be introduced in Academic Year 2023/24 to provide recognition and increase employee engagement across EDI training and eLearning, and D&R training will be highlighted as essential as part of this initiative.

EDI representatives are also going to meet with College Principals to report on college-level engagement and to seek their support in encouraging colleagues in their areas to complete the training, particularly with Academics and men who show lower engagement for both versions. Efforts to promote the training at staff Orientation events will also be increased since new employees are generally a keen cohort.

2.3.4 Bystander Training for Incoming Students

The Student Bystander training was reviewed and enhanced in 2022/23 with the addition of D&R elements (specifically bullying and harassment.) The new version of the training "Active Bystanders Challenging Bullying, Harassment and Sexual Misconduct" embedded into the Orientation process received high engagement with 3867 undergraduate students and 1047 postgraduate taught students completing the training in 2022/23.

	Undergraduate Bystander Training Data		Postgraduate Bystander Training Data
	4370	Brightspace Views*	**1539**
	3867	Training Completed	**1047**
	53.7% of Incoming UG	Percentage of Population	**18.2%**
	3296	Feedback Surveys Received	**824**

Figure 9: Completion rates of undergraduate and postgraduate training

*Numbers that clicked into the programme

During the 2022/23 Academic Year, the D&R Support Service Advisers collaborated with internal and external stakeholders to host discussion cafés to create a space for open discussion on D&R-related topics for both employees and students. Outreach was expanded beyond Belfield and Blackrock campuses to include events targeting UCD employees and students in Lyons Farm and St Vincent's University Hospital.

Feedback

Feedback from the anonymous survey clearly shows the positive impact within the student community, with 96% agreeing that they would recommend the training to their peers and students using words such as 'Informative', 'Powerful', 'Helpful', 'Eye-Opening', 'Inclusive', 'Educational' and 'Enlightening' to describe the course.

Having completed a review of the training, it is going to continue to be offered to incoming students in 2023/24 beginning in August 2023.

Free-text feedback from students included:

"This was an excellent course which provided me with useful information on how to support others should any difficult scenarios arise and also provided an insight into how our actions can affect other people. It certainly encouraged me to look out for others in University."

"It is great to see UCD offering this course to students. As a woman in a course where over 70% of my peers are men, I am glad I know if I experience any of the behaviours witnessed in this course I have support facilities I can reach out to."

"As a person that is part of a certain sexual orientation and community it is really reassuring to see that the UCD is very concerned about this topic and that they raise awareness on this specific topic."

"What a great movement for a university to have. I am inspired to bring the knowledge back to my university"

"It's amazing that UCD has addressed these issues upfront and is actively setting up prevention and solutions to them."

"This course has shown me that the university really takes bullying/harassment/sexual misconduct seriously and offers the students a wide range of support and solutions. It also made me realise how important it is to not only not contribute, but also to intervene and challenge these types of behaviour and make a difference."
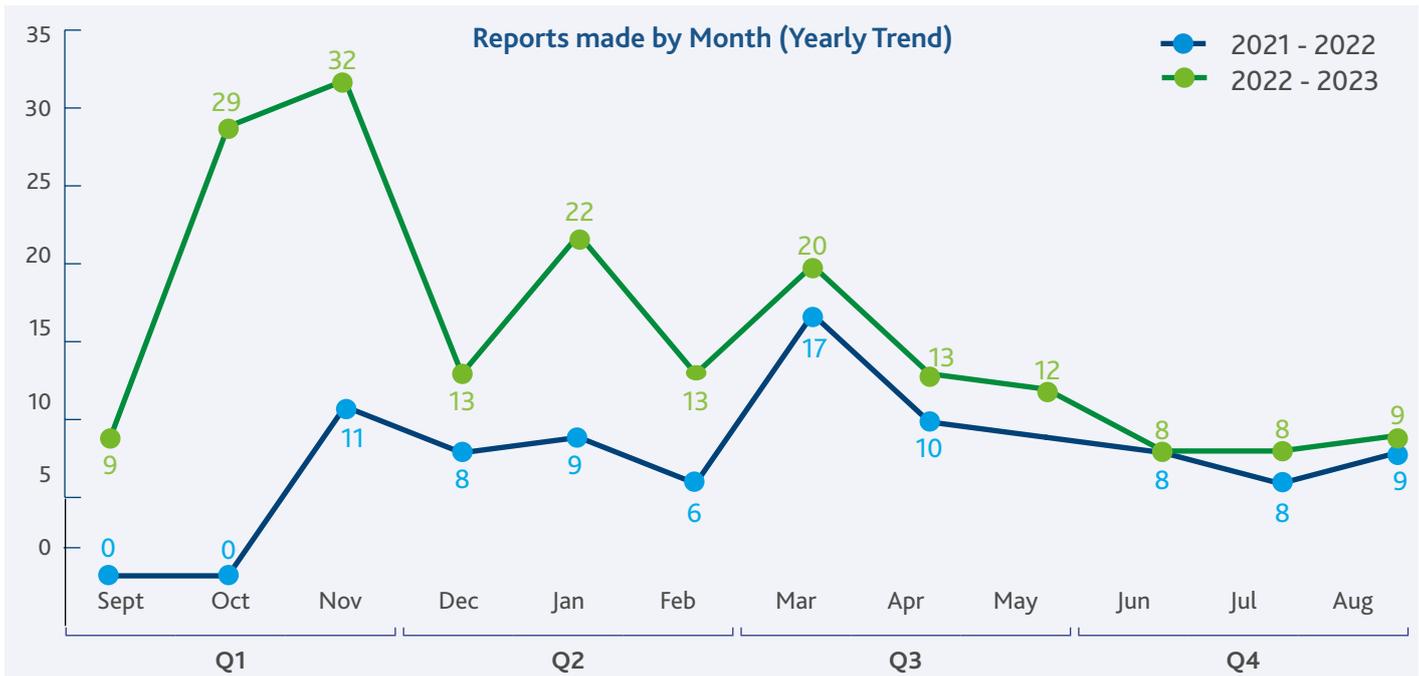
3

# Disclosures, Anonymous Reports & Formal Complaints

In the period 1 September 2022 to 31 August 2023 the D&R Support Advisers received 185 reports of misconduct of a D&R nature which led to 635 follow-up support interactions, resulting in a total of 820 support interactions.
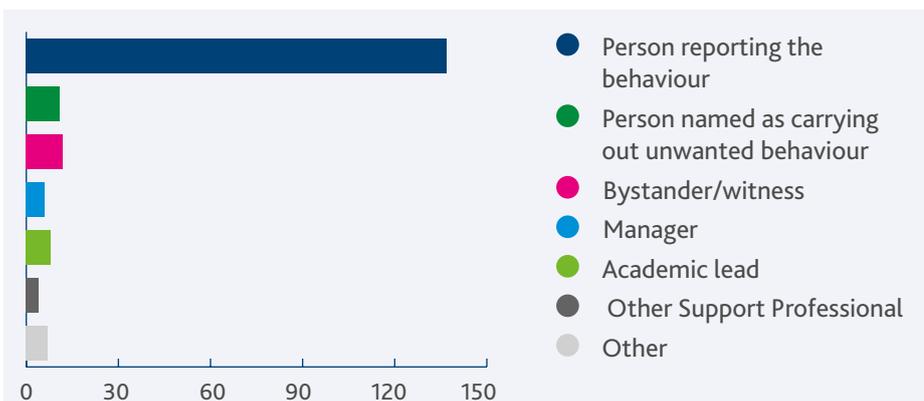
Reports made by Month (Yearly Trend)

- 2021 - 2022
- 2022 - 2023

Figure 10: Reports made by month from 1 September to 31 August year on year (includes bullying (69),Harassment(37), Sexual misconduct(42),N/A ((D&R issue specifics not given) (14) , Other (inappropriate not yet repeated behaviour) (23))

Reports to the D&R Support Service

- Female: 104
- Male: 51
- GNB: 2
- Not provided: 28

Total = 185
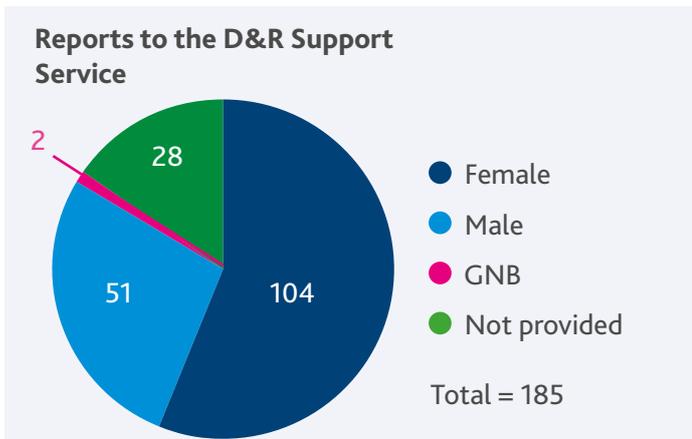
Figure 11: Number of incidents reported to the D&R Support Service broken down by Gender (includes bullying (69), Harassment (37), Sexual misconduct(42),N/A ((D&R issue specifics not given) (14) , Other (inappropriate not yet repeated behaviour) (23))
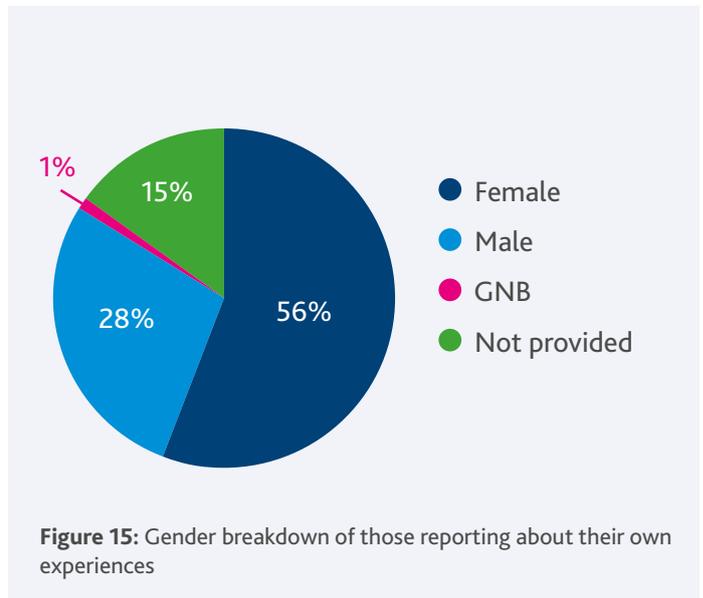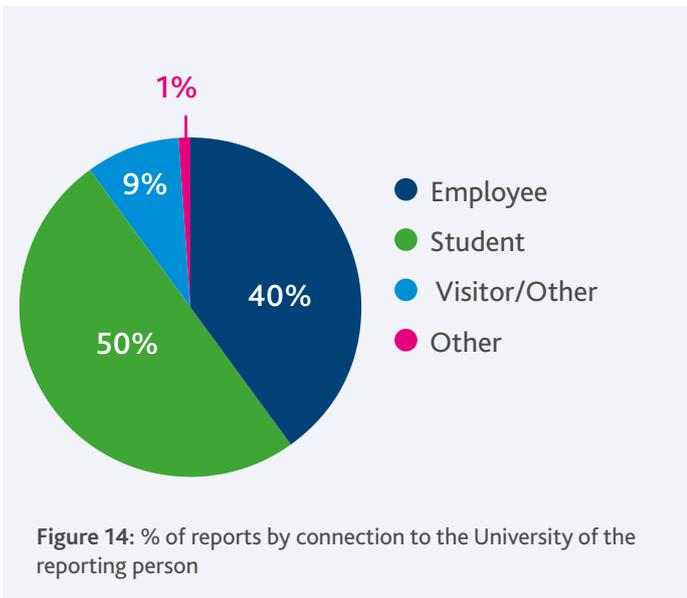
Follow up support interactions

- Female: 414
- Male: 199
- GNB: 2
- Not provided: 20

Total = 635
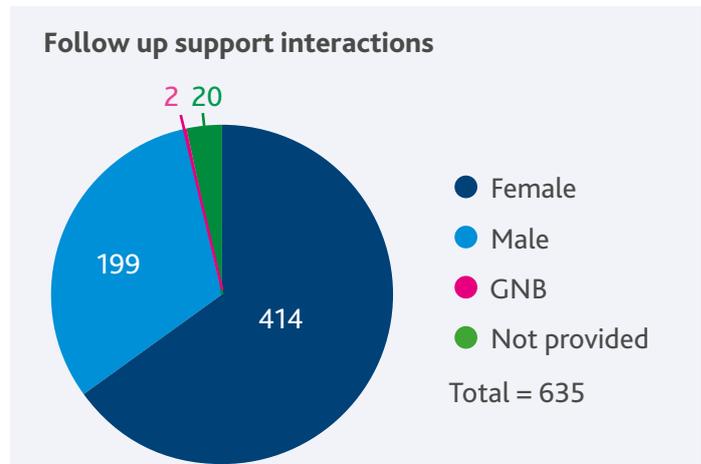
Figure 12: Number of follow up support meeting held by D&R Support Service on foot of a report.

- Person reporting the behaviour
- Person named as carrying out unwanted behaviour
- Bystander/witness
- Manager
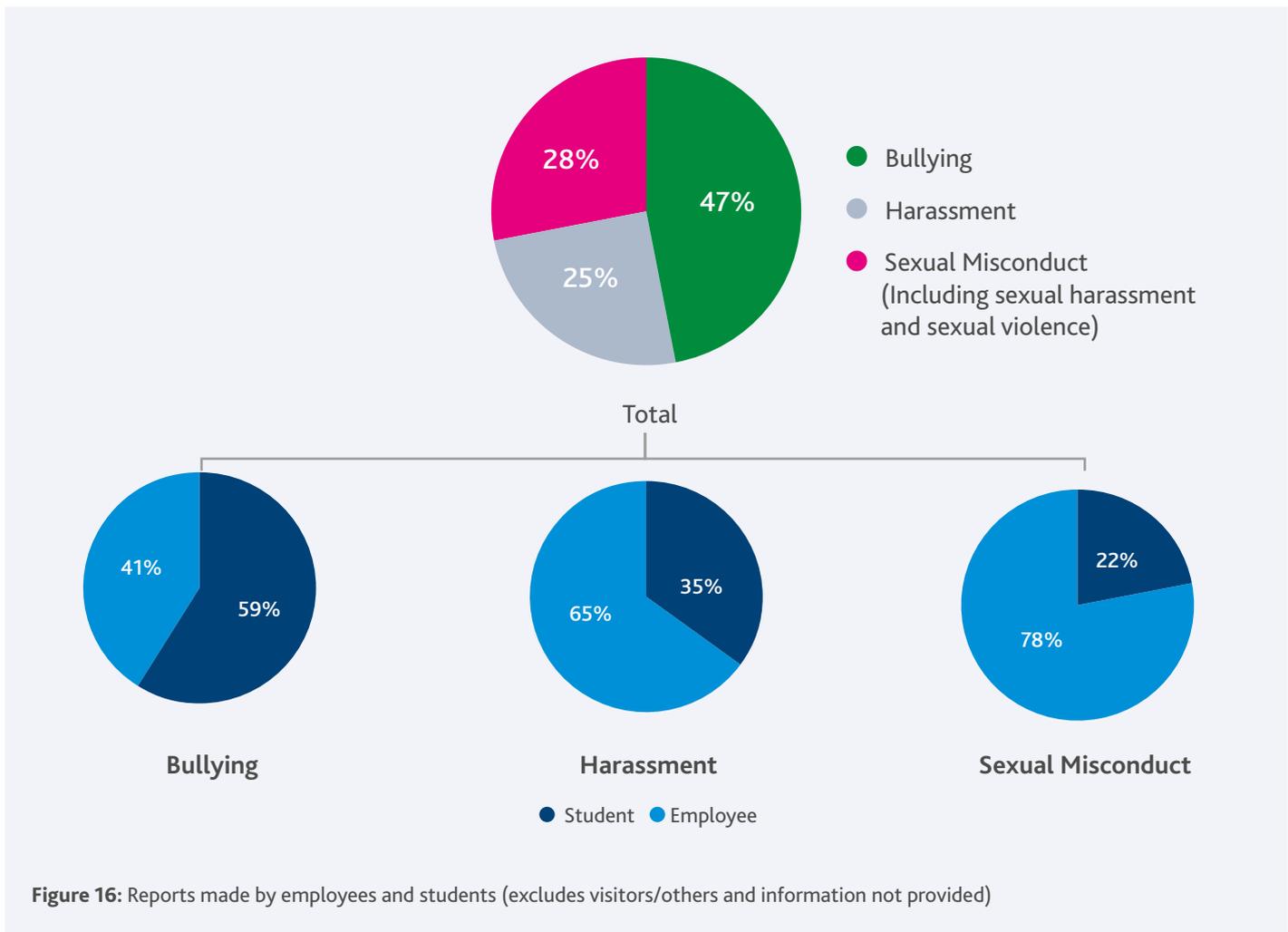- Academic lead
- Other Support Professional
- Other

Figure 13: Capacity in which resorts were made to D&R Support Service (includes bullying, Harassment, Sexual misconduct, N/A ((D&R issue specifics not given), Other (inappropriate not yet repeated behaviour))

The majority of those reporting misconduct to the D&R Support Advisers are the individuals experiencing the unwanted behaviour; however, those named as carrying out unwanted behaviour (6%) and bystanders/witnesses (7%) also disclose to the D&R Support Advisers. 10% of those disclosing did so on behalf of someone else and in their capacity of manager, academic lead/adviser or university support professional.

Figure 14: % of reports by connection to the University of the reporting person

Figure 15: Gender breakdown of those reporting about their own experiences

The most common types of bullying behaviour identified amongst employees were verbal (49%), followed by directly written bullying such as via email (30%). From those reporting bullying, data suggests that female employees report this behaviour twice as much as male employees (59% F and 29% M), while female students report bullying three times more than their male counterparts (69% F and 23% M). Amongst students, 69% of those reporting bullying identified the behaviour as verbal.

Figure 16: Reports made by employees and students (excludes visitors/others and information not provided)

Race was the most common ground under which harassment was reported (43%), followed by gender (35%). Employees reported harassment on the grounds of race and gender in equal numbers (41%), while students reported harassment on the grounds of race twice as often as harassment on the grounds of gender (50% Race and 23% Gender).

Physical misconduct was the most common categorisation of sexual misconduct reported by students (62%). Employees reported physical and verbal sexual misconduct in equal numbers (37%). Students reported sexual misconduct (69%) more than three times more often than employees (20%). Women reported incidents of sexual misconduct (57%) more than twice as much as men (21%).

58% of reports stated that the incident(s) took place on university property which could be in a variety of settings. 19% of those reporting selected 'other' which includes online. 10% of reports indicated that incidents had taken place at a UCD event which includes clubs/society activities either on/off site and 6% of those reporting selected university property as non-UCD event or another university.

3.2 Anonymous Reports

The University has facilitated members of the community in reporting incidents of bullying, harassment and sexual misconduct anonymously since 2020 through **UCD Report and Support**. As well as making the University aware of the frequency and nature of incidents occurring, the tool also makes the reporting party aware of the available supports. In 2022/23 the tool was adapted to allow those engaging with UCD Report and Support to make a direct request to be contacted by a Dignity and Respect Support Adviser.

This section provides the data collected by the UCD Report and Support tool during 2022/23. The total number of anonymous reports made in 2022/23 was 60, which represents a fall of almost 50% when compared with the number of anonymous reports received in 2020/21 (111).

Figure 17 shows the number of reports received by month during the reporting period compared with 2021/22. There are a range of factors that may have impacted the number of anonymous reports made in 2022/23, like an increased awareness of dedicated supports thanks to the campaign, with reporting parties possibly seeking direct support in the first instance.

There has been a year-on-year increase in the number of formal complaints since the tool was launched. Greater visibility, support and information about the formal complaint process may have encouraged more people to choose to submit a complaint rather than report anonymously.
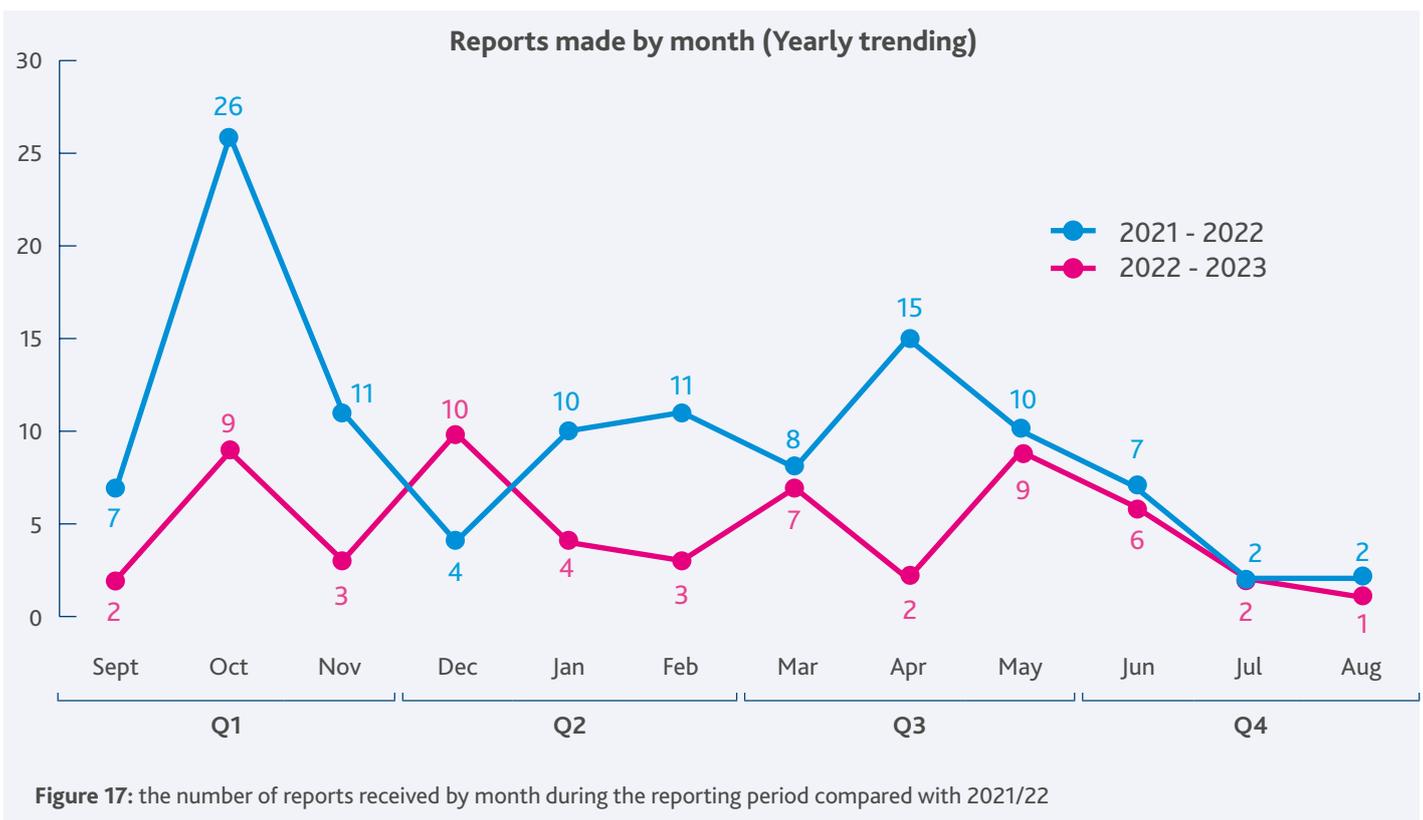

Figure 17: the number of reports received by month during the reporting period compared with 2021/22

3.2.1 Breakdown of categories of those reporting

The group reporting the most were employees at 63%, while students accounted for 32% of the reports received and 5% indicated their connection to the University by stating 'other'.
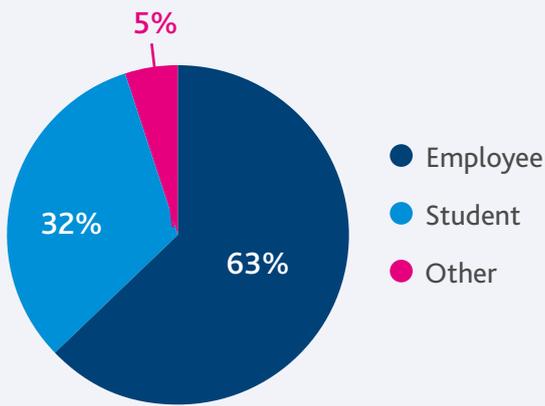

Figure 18: Number of reports by connection to the University of the reporting person.
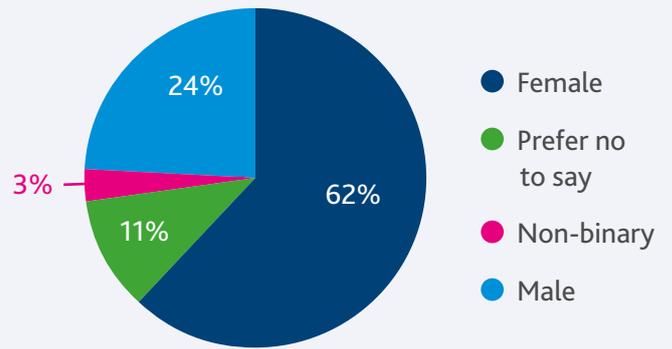

Figure 19: Gender breakdown of those reporting about their own experiences
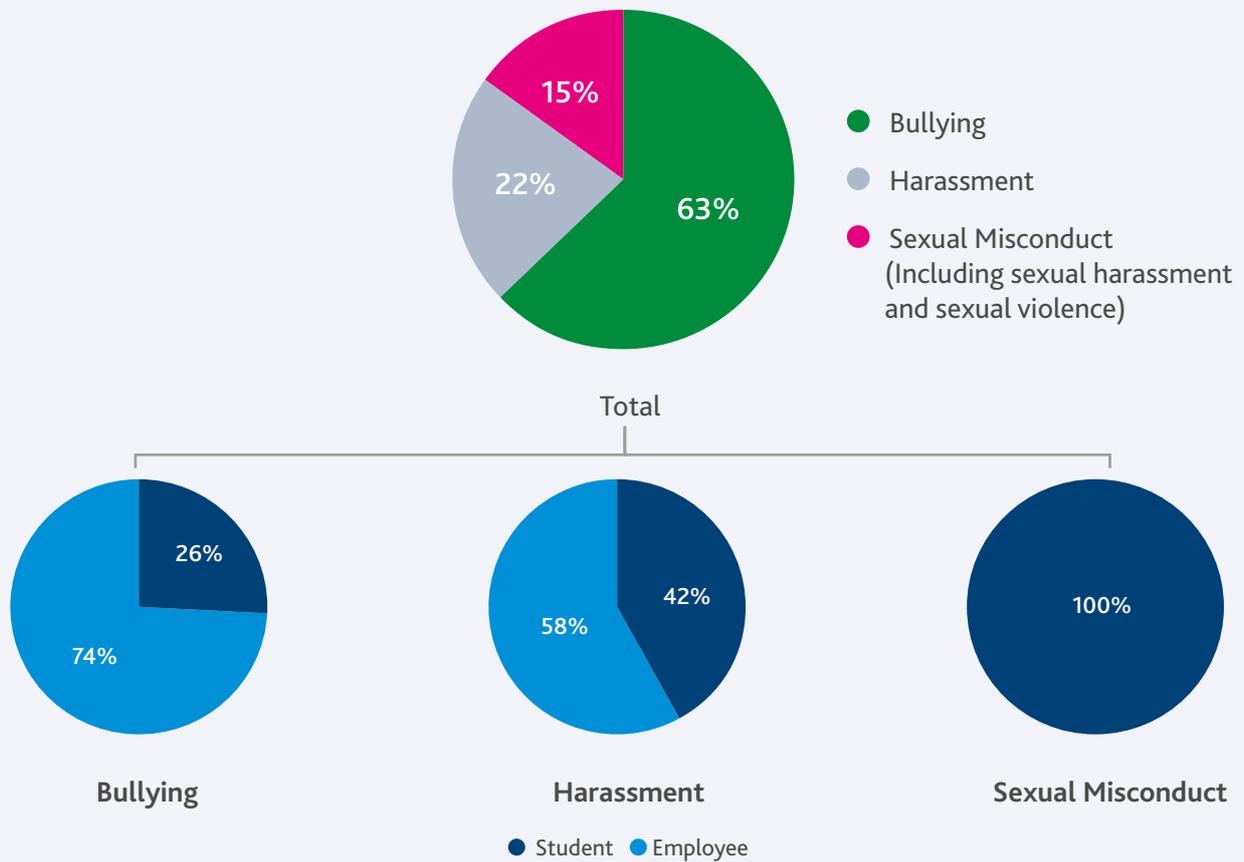
Types of behaviour reported

Figure 20: Types of behaviour reported and beakdown of reports by connection to the University of the reporting person.
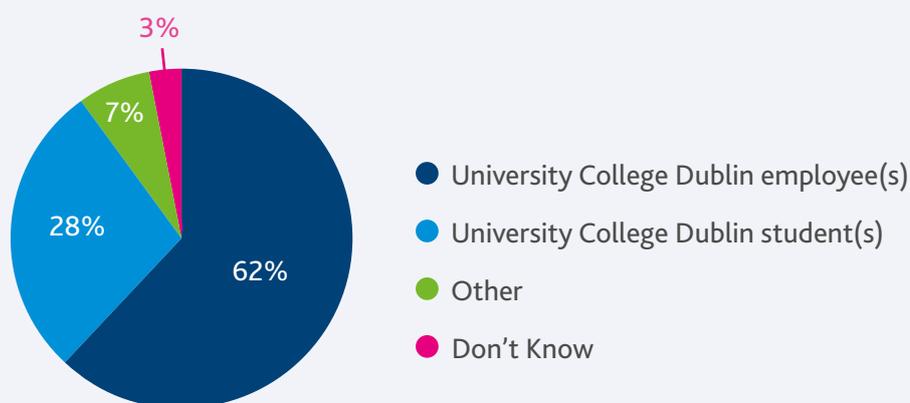
Figure 21: Connection to the University of the person whose behaviour is reported.

Reports made by students, employees and others where the connection of the person causing the offence was unknown or those reporting preferred not to state their connection to the University.

Reports were made about those with a connection to the university under 'other'

6%

3%

9%

24%

58%

reported

Student → Employee

Student → Student

Employee → Employee

Figure 22: Connection to the University of the reporting person and the person they are reporting.

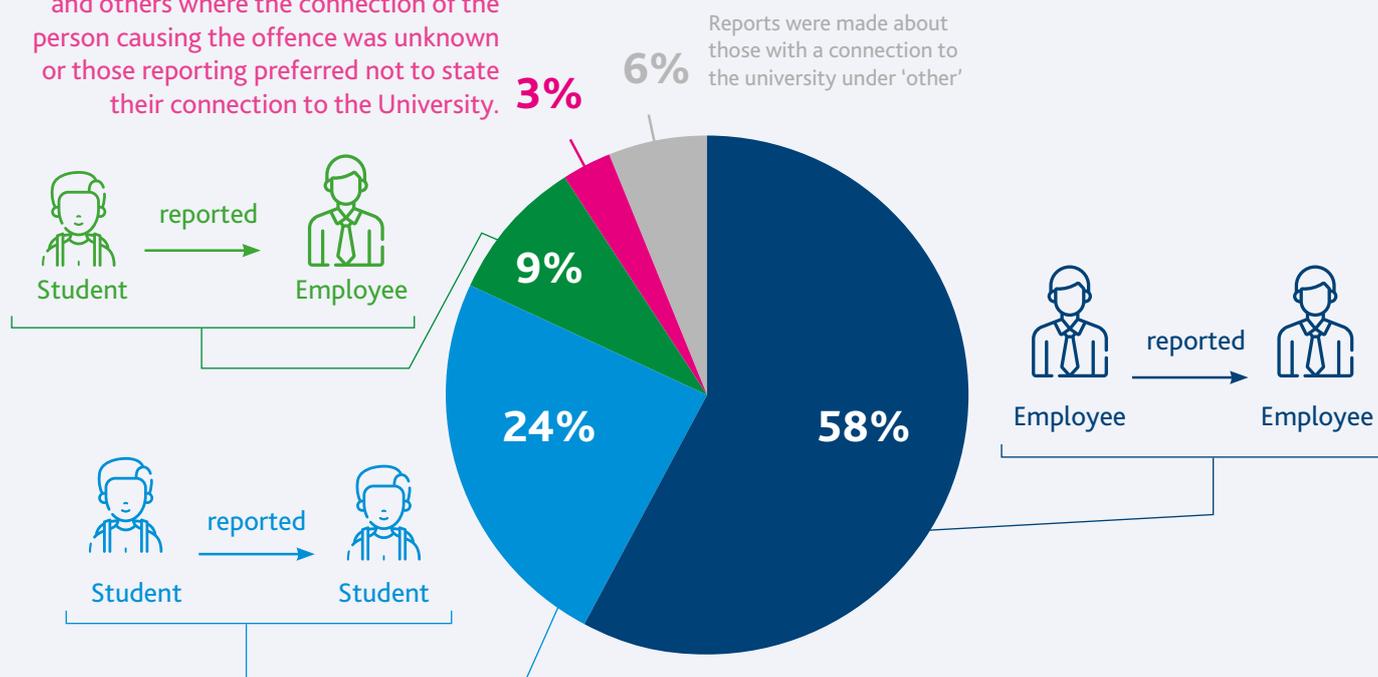### 3.2.2 Categories of behaviour

Those making reports through the UCD Report and Support Tool select from predetermined statements that they think best describe their experience and may indicate more than one behaviour. More than one category of behaviour can be selected when reporting.

Bullying	Sexual Misconduct (including sexual harassment and sexual violence)	Harassment
The most selected descriptions of the behaviour included: • Misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. • Blame for things beyond the person's control.	Reports under this category included 2 reports of sexual assault / coercive sexual intercourse. The most reported behaviours included: • Unwanted remarks of a sexual nature, either directly, or via text or social media apps. • Sexual advances, propositions or pressure for sexual activity. • Suggestive remarks, innuendos or lewd comments.	Those reporting incidents of harassment were asked if they thought that the behaviour related to aspects of their identity or status. Gender, Race and Sexual Orientation were the identities reported most. The most frequently reported behaviours included: • Verbal harassment – jokes, comments, ridicule or songs. Inappropriate scrutiny of the activities of others • Written harassment – including text messages, emails or notices. Intrusion – pestering, spying or stalking.

3.2.3   Reasons for reporting anonymously

As more reports are made over time, analysis of the reasons why people are choosing to report anonymously will guide the University in tailoring and targeting its awareness-raising activities to reassure and support students and employees in raising concerns. The most cited reasons for reporting anonymously are consistent with those cited in previous years (more than one reason may be cited in each report.)

• I'm worried that the person causing the offence would retaliate

• I have concerns it might affect my current/future career

• I am worried about being called a trouble-maker

3.2.4   Support Sought

A key aim of the UCD Report and Support tool is to ensure that those reporting are directed to appropriate UCD and external support services.

62% of those reporting
....
about their own experiences indicated that they had already sought support

40% of those reporting
....
indicated that they had sought support from a friend or a family membe

31% of those reporting
....
of those reporting indicated that they had not sought any support

20% of those reporting
....
selected "No, but having been made aware of the supports available through this tool I will seek support soon".

3.3 Formal Complaints

The following section provides data on Bullying, Harassment and Sexual Misconduct formal complaints. This data has been collected consistently since the last review of the D&R policies that took place in 2017. As the numbers are fewer than other D&R related data that is collected, the data is presented at university level currently to protect anonymity. It should also be noted that whilst formal complaints require the completion of a formal complaint form, much of the content is free text to enable the complainant to describe the incidents that have occurred and the impact of the alleged behaviour. As a result, the data provided is not as granular as other data that is collected such as that of anonymous reports where they are made using a series of drop-down menu options. Formal complaints are tracked from the time of submission through to investigation stage so that there is transparency as to the outcome of complaints.
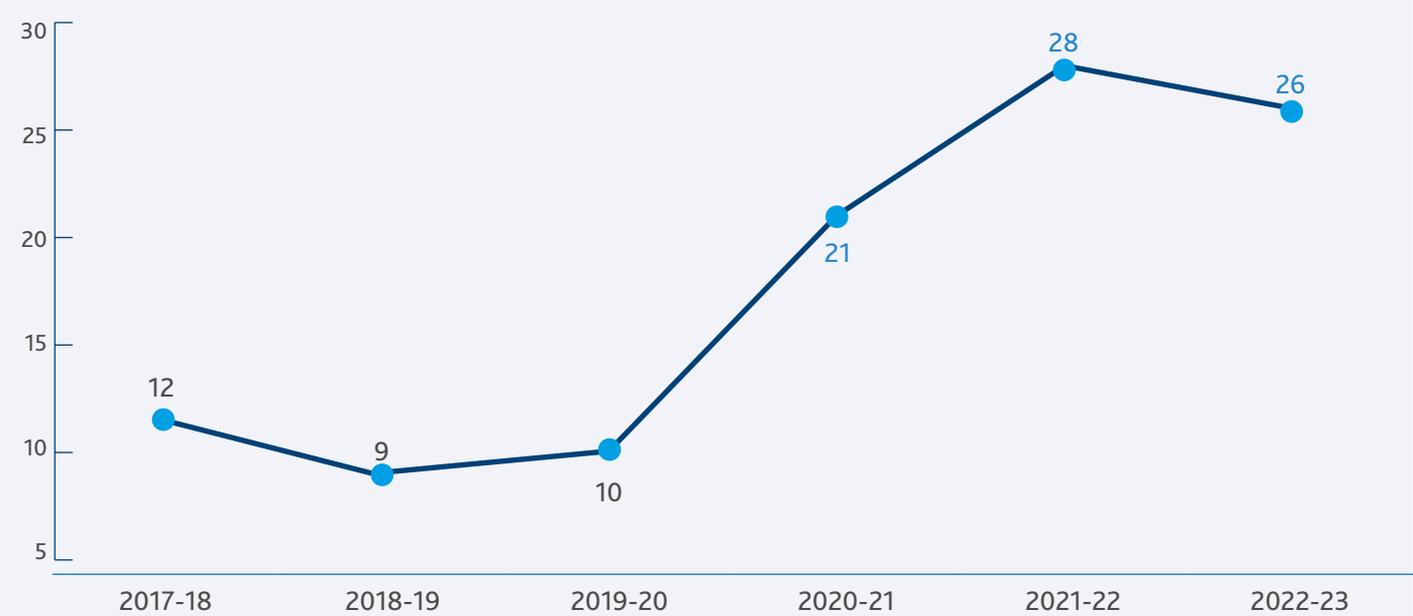

Figure 23: Formal Complaints trend over time (106 Formal Complaints in total between September 2017 and August 2023)
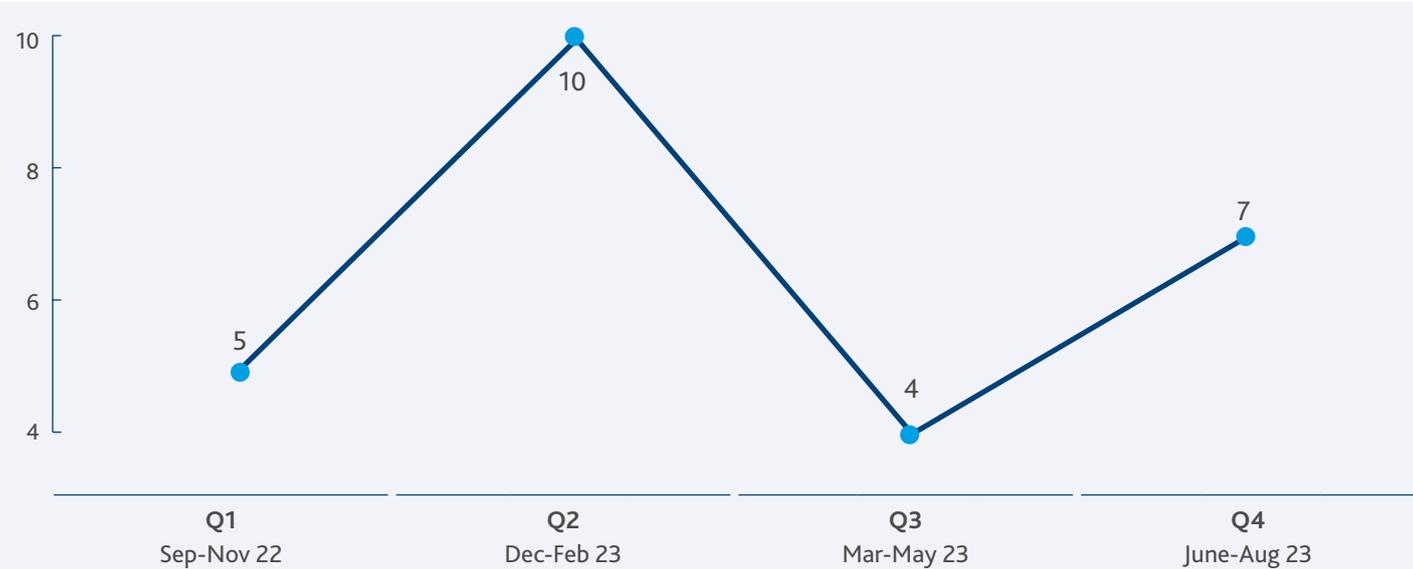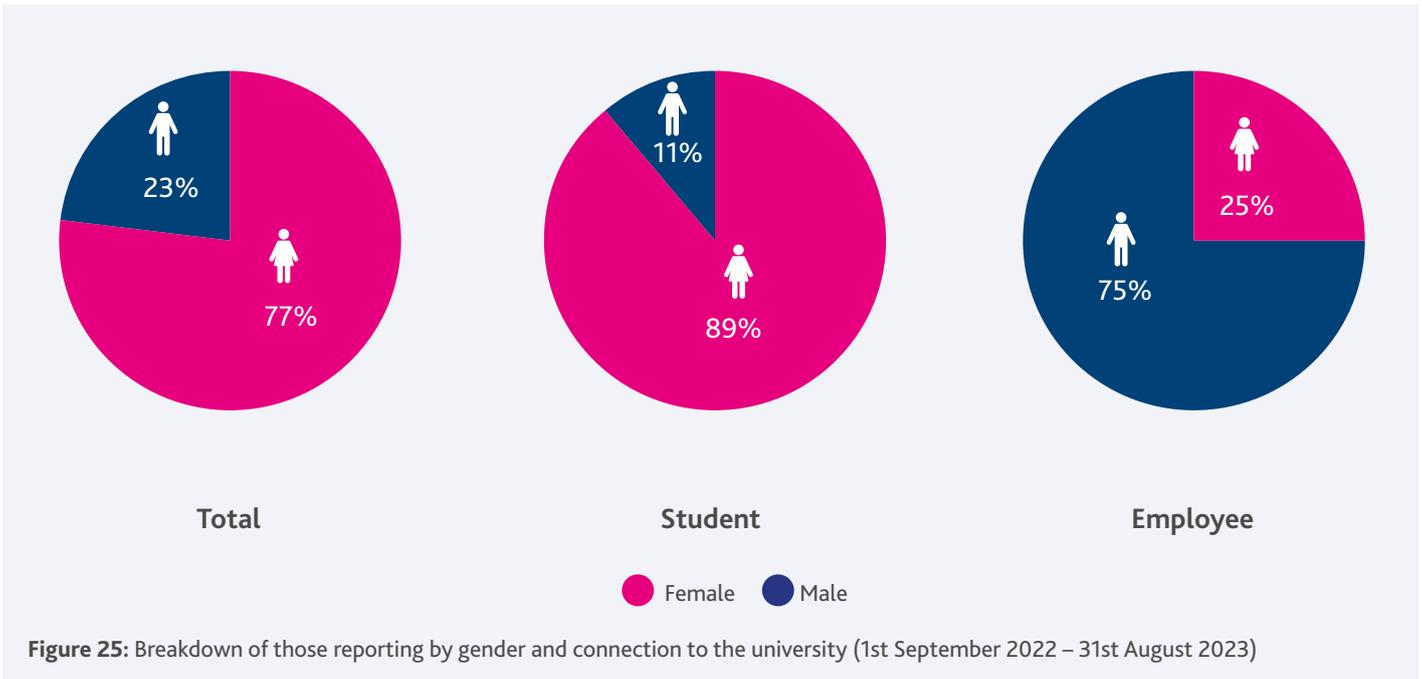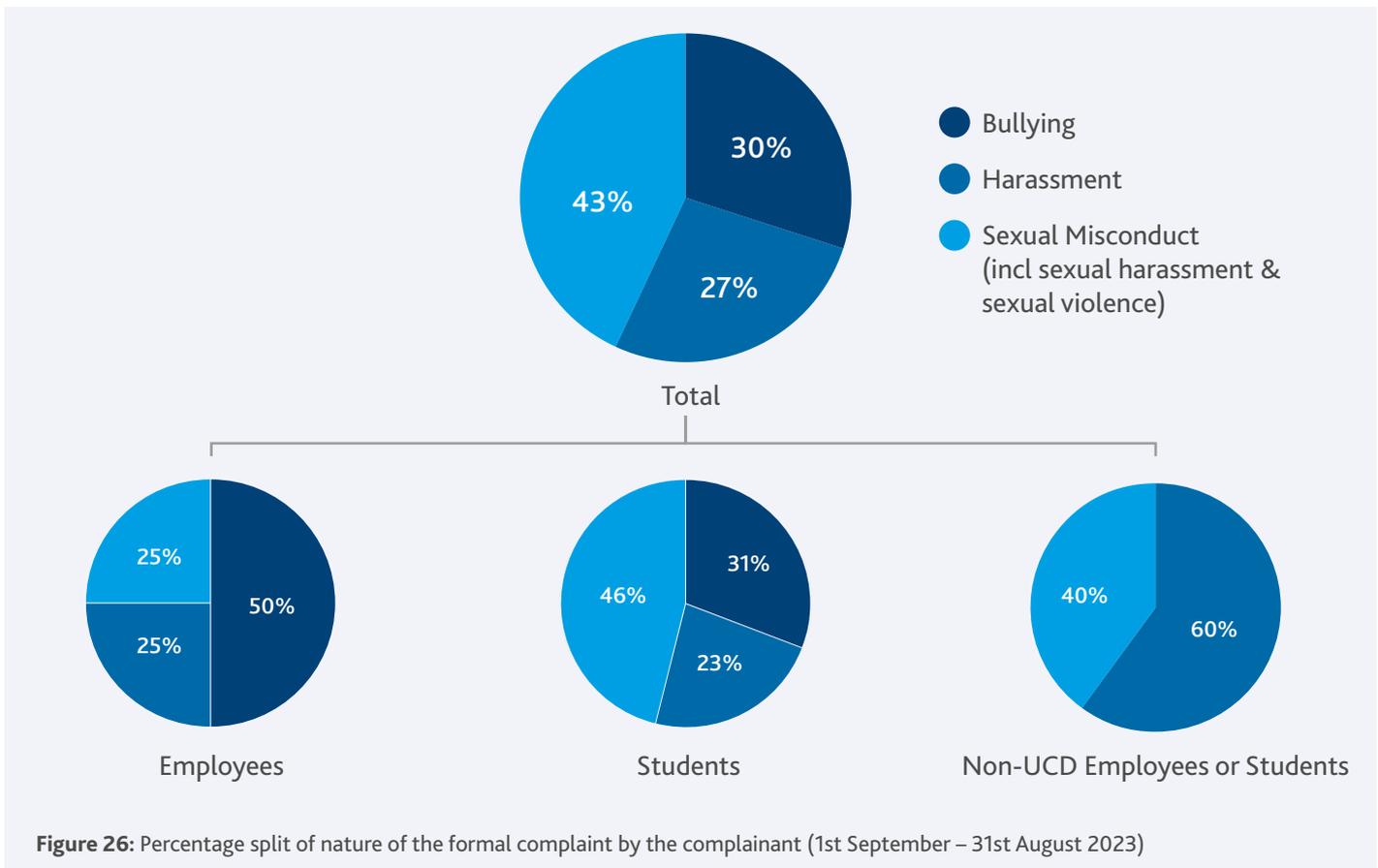

Figure 24: Number of formal complaints 2022/23- 26 complaints in total made by 22 Complainants

Figure 23 shows the number of complaints from end 2017 to end August 2023. The total number of complaints in 2022/23 were slightly less than in 2021/22, however they are still much higher than before the launch of the new Bullying and Harassment Policy and Sexual Misconduct Policy in September 2021. This demonstrates that more students and employees are coming forward to report and make formal complaints. The 2022/23 data indicates that there are more students making format complaints, with UCD students contributing to 78% of the total complaints made.
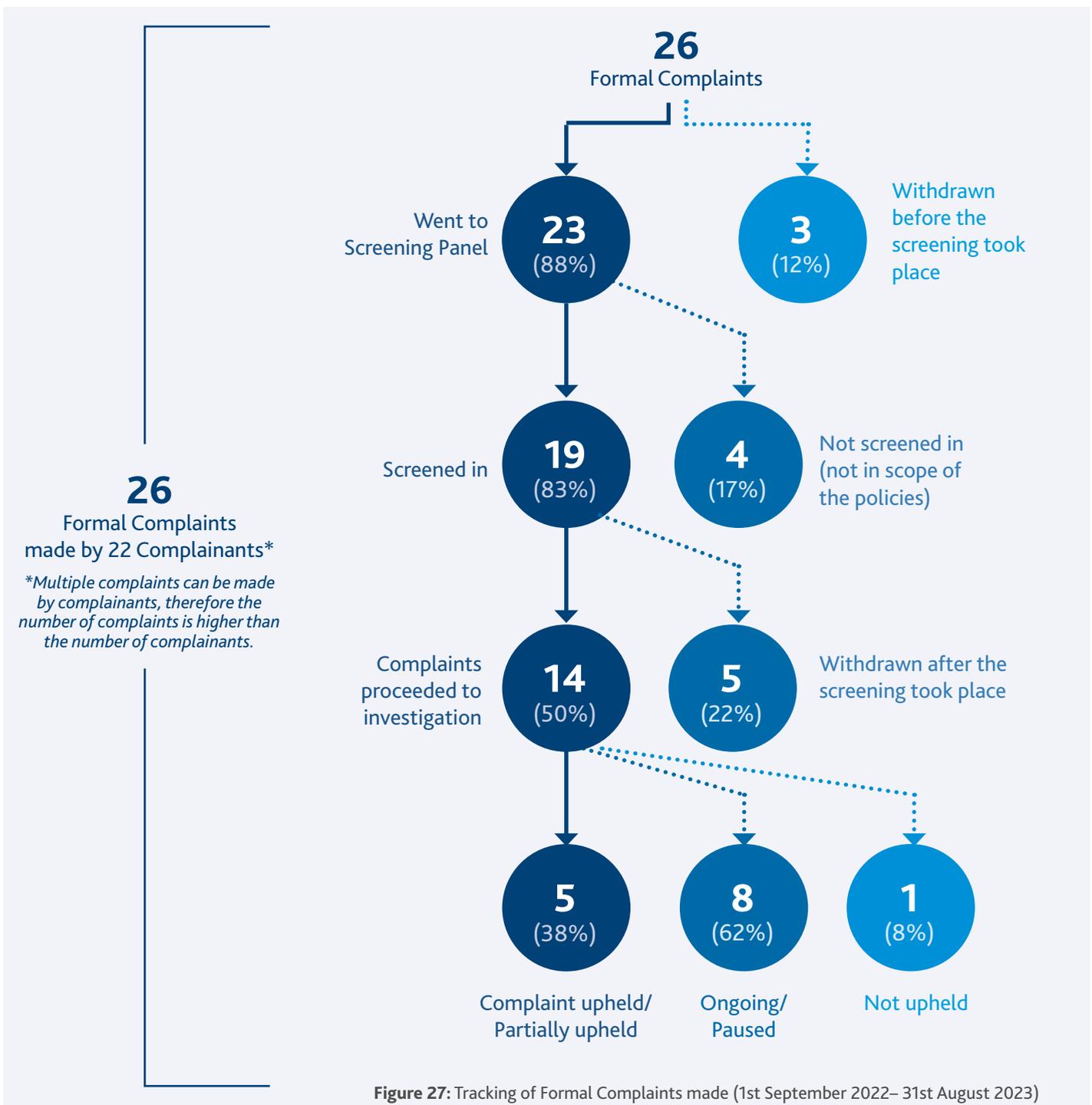
Of those making formal complaints 77% are female. More female students (89%) have made complaints compared to male students (11%). More male employees (75%) have made complaints compared to female employees (25%).

Figure 25: Breakdown of those reporting by gender and connection to the university (1st September 2022 – 31st August 2023)

Overall, sexual misconduct (including sexual harassment and sexual violence) is the highest reason for reporting at 43% as indicated in figure 26. However, this differs by complainant category with 50% of employees stating bullying as the main reason for reporting. The majority of student complaints was for sexual misconduct (including sexual harassment & sexual violence)

Figure 26: Percentage split of nature of the formal complaint by the complainant (1st September – 31st August 2023)

Students identified gender as the main equality ground for complaints of harassment while employees listed gender, race/ethnicity and socio-economic status.

26
Formal Complaints

26
Formal Complaints
made by 22 Complainants*

*Multiple complaints can be made
by complainants, therefore the
number of complaints is higher than
the number of complainants.*

Went to
Screening Panel
23
(88%)

3
(12%)
Withdrawn
before the
screening took
place

Screened in
19
(83%)

4
(17%)
Not screened in
(not in scope of
the policies)

Complaints
proceeded to
investigation
14
(50%)

5
(22%)
Withdrawn after the
screening took place

5
(38%)

8
(62%)

1
(8%)

Complaint upheld/
Partially upheld

Ongoing/
Paused

Not upheld

Figure 27: Tracking of Formal Complaints made (1st September 2022– 31st August 2023)

Upheld complaints made against students are referred to the Student Discipline Procedure , and where a subsequent breach of the Student Code of Conduct is found to have occurred, disciplinary penalties outlined in the Student Discipline Procedure are applied, including activities or actions intended to satisfy the University that respondent students understand the consequences of their conduct. Penalties that have been applied by student disciplinary committees since the introduction of the new Dignity and Respect policies include: formal reprimands, fines (fines are donated to the Student Welfare Fund), written reflections, apologies (apologies are only shared with complainants if they agree to receive them), no contact directives, completion of consent education, suspensions from University activities or facilities and suspensions from the University.

As regards employees, when outcomes of investigations find that the incidents complained of have occurred in whole or in part, and the investigator has established that there has been a breach of the Policy, then the matter will proceed to consideration under the University's Disciplinary Statute. Since the introduction of the Bullying and Harassment Policy and Sexual Misconduct Policy in September 2021, disciplinary processes have been instigated in accordance with stages 1 -3 of the disciplinary statute and sanctions have been issued accordingly.

4 Other Key Activities
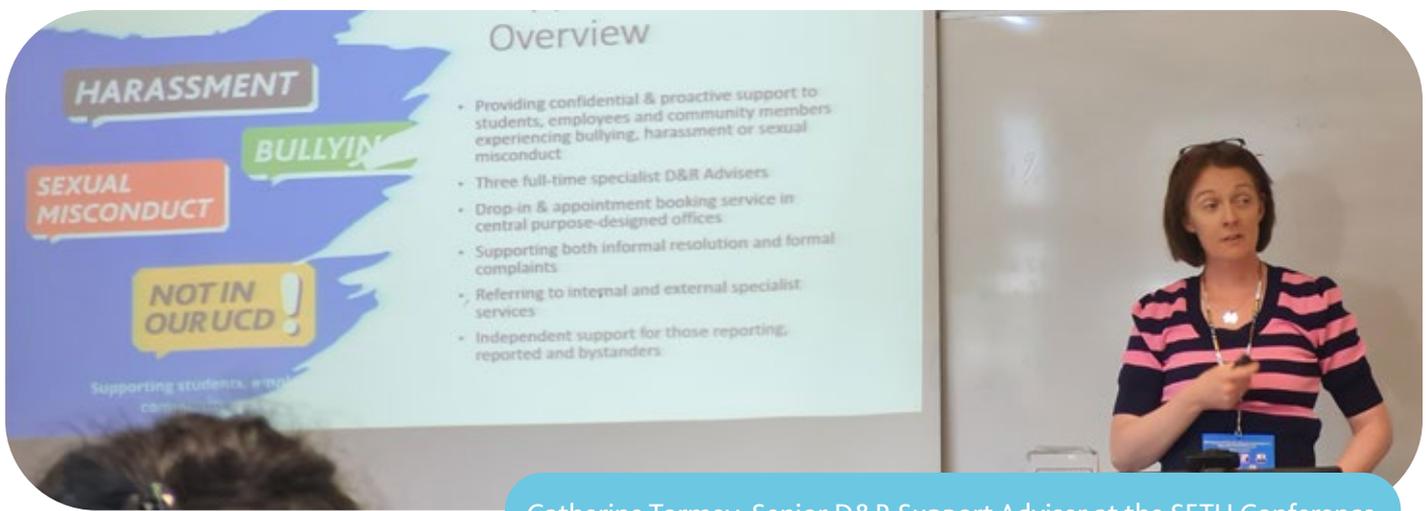
Catherine Tormey, Senior D&R Support Adviser at the SETU Conference

There are a lot of activities taking place at national level particularly in the area of sexual misconduct (including sexual harassment and sexual violence) and UCD is very much involved in these activities. An HEA Ending Sexual Violence and Harassment Network has been established bringing together practitioners from across the higher education sector to share learnings and good practice. UCD will host the first in-person meeting of this group in December 2023. In May 2023 delegates from UCD EDI participated in the conference "Equitas HE (EDI in Higher Education)" held at South Eastern Technological University (SETU) in Waterford to deliver a workshop on Dignity and Respect and on enhancing an inclusive and respectful culture in Higher Education Institutions.

The Speak-Out tool (the anonymous reporting tool used by other HEIs) has been piloted over the past couple of years and has recently been evaluated with recommendations for progressing it further. UCD played an important role in advising on the development of this tool and sharing the learnings from the UCD Report and Report anonymous reporting tool as this tool has been in place since January 2020. UCD continues to act in an advisory capacity by being a member of their review group.

An EDI Survey ran in May 2023 and included a dedicated section on bullying, harassment and sexual misconduct in order to better understand the culture, perceptions and experiences of our employees in relation to bullying, harassment and sexual misconduct. A report will be published of all of the findings from this survey once the analysis is complete. The Exit Interview survey is also another source of information in relation to the culture of dignity and respect, employees are asked to complete this survey if they are leaving the University.

4.1   Dignity and Respect Assessments

In November 2022, work commenced to test a pilot Dignity and Respect Assessment Framework for use across the Irish University sector. A Dignity and Respect culture is defined as one where:

- Individuals are physically and psychologically safe in their work and studies.
- No one is expected to tolerate any bullying, harassment, or sexual misconduct.
- If there are any incidents of bullying, harassment, or sexual misconduct these are appropriately addressed in a timely and proportionate manner.

The project was sponsored by the HEA, led by UCD and monitored by a Project Oversight and Coordination Group composed of representatives from UCD (Rory Carey and Marcellina Fogarty), University College Cork (UCC) and the Irish Universities Association.

The purpose of the framework was envisaged to assess the Dignity and Respect culture in an area of a university/institution and to identify where improvement opportunities existed to inform an action plan. UCD and UCC were the two universities involved in the pilot.

Independent Assessors were engaged following a public procurement process to test the pilot framework, establish and test an implementation methodology, provide feedback (verbal and written) to the pilot areas, and make recommendations for a sectoral framework based on the learnings from the pilots.

The pilot scope of work has now been completed. There were many learnings which have informed the revised sectoral Dignity and Respect Assessment Framework which is documented in the report compiled by the Assessors.

The Project Oversight and Coordination Group recommended there is now a further phase of piloting of the revised Dignity and Respect Assessment Framework with the emphasis on testing all aspects of the framework and process rather than designing and shaping the framework which has been the focus and purpose of the project to this point. This approach has recently been supported by the IUA HR Director Group and phase II will begin in October 2023.

It's not banter. It's **BULLYING**

It's not jostling. It's **HARASSMENT**

It's not banter. It's **BULLYING**

It's not consensual. It's **SEXUAL VIOLENCE**

SEEK SUPPORT
WE'RE HERE TO HELP

SEEK SUPPORT
WE'RE HERE

It's not your ...ement style. ...LLYING

It's not just a text message. It's **SEXUAL MISCONDUCT**

NOT IN OUR UCD!

UCD DUBLIN

#NOTINOURUCD
ucd.ie/dignityandrespect/

Official University Notice – do not re...

Help foster respect in our UCD

It's not the office culture. It's **HARASSMENT**

NOT IN OUR UCD!

It's not banter. It's **BULLYING**

It's not just an unwanted photo. It's **SEXUAL VIOLENCE**

NOT IN OUR UCD!

It's not flirting It's **HARASSMENT**

SEXUAL MISCONDUCT

HARASSMENT

BULLYING

SEXUAL VIOLENCE

NOT IN OUR UCD!

It's not ... It's **BULLYING**

Conclusion

The University continues to build on activities to enhance the culture of respect and inclusion. The impact of our activities will continue to emerge over time as dignity and respect becomes more embedded into our daily work and lives. However we can see that progress and culture change is happening through the increasing numbers of students and employees who are coming forward to seek support and we are confident that they are getting the dedicated support and guidance required. UCD will continue to raise awareness through training and communications campaigns and other planned activities as the message that bullying, harassment and sexual misconduct is not tolerated must be always visible. We will also continue to partner and work with other HEIs as the sector works together to ensure that our students and employees can study and work in a respectful and inclusive environment.

UCD Equality, Diversity and Inclusion

www.ucd.ie/equality