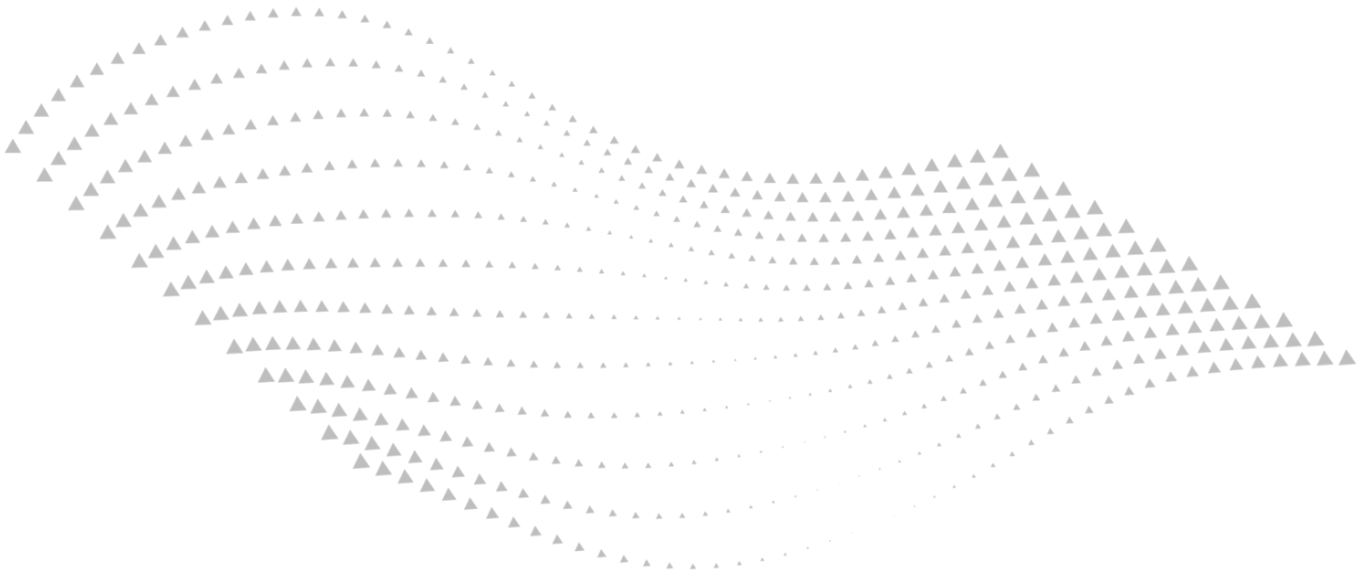


Bullying and Harassment Policy



Version No.	3.0
Date of approval:	September 2026
Last version:	July 2025
Approved by:	Academic Board
Next review due:	September 2030

1 Purpose

BIMM University is committed to providing a safe, inclusive and respectful environment in which all members of the University community can study, work and participate free from bullying and harassment

The purpose of this Policy is to:

- define bullying and harassment.
- explain the standards of behaviour expected of students.
- explain the support available to students.
- explain how concerns can be reported.

Allegations of bullying and harassment involving students will be investigated and determined under the Student Disciplinary Procedure.

2 Applicability and Scope

This Policy applies to:

- all students registered on a course leading to a BIMM University award;
- students studying on short courses delivered by BIMM University;
- students whose studies are suspended or interrupted; and
- students participating in placements, work-based learning, field trips or other University activities.

This Policy applies regardless of whether conduct takes place:

- on university premises.
- online.
- during university activities.
- on placements or work-based learning activities, or
- in private or social settings where it affects members of the University community.

Partners

BIMM University expects all placement providers, partners and organisations working with its students to maintain environments that are safe, inclusive and free from bullying and harassment. BIMM University undertakes appropriate due diligence to ensure that partners and placement providers have suitable policies, reporting routes and support arrangements in place.

Students who experience bullying or harassment while undertaking a placement, work-based learning opportunity or other activity associated with their studies are encouraged to seek support from BIMM University and make use of the reporting routes available under this Policy.

3 Our Commitment

BIMM University expects all students to treat each other with dignity, courtesy and respect.

The University will not tolerate bullying or harassment and will:

- take reports seriously.
- consider concerns fairly and objectively.
- provide appropriate support to those affected.
- take action where necessary and appropriate, and
- ensure students are treated fairly throughout any process.

Students should be aware that retaliation against any individual for making a report, participating in an investigation, providing evidence, or supporting another student through a disciplinary process may itself be treated as misconduct under the Student Disciplinary Procedure.

4 What is Bullying and Harassment?

4.1 Bullying

Bullying may involve offensive, intimidating, malicious or insulting behaviour, or an abuse or misuse of power that is intended to undermine, humiliate, intimidate or harm another person.

4.2 Harassment

Harassment is unwanted conduct which has the purpose or effect of:

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

In determining whether bullying or harassment has occurred, the University will consider how the behaviour was experienced by the person affected, the wider circumstances of the case, and whether it was reasonable for the behaviour to have had that effect. The intention of the person whose behaviour is being considered is relevant but does not by itself determine whether bullying or harassment has occurred.

Bullying and harassment may be carried out by an individual or a group and may consist of a single incident or a pattern of behaviour.

4.3 Examples of Bullying and Harassment

Examples of behaviour that may constitute bullying or harassment include:

- verbal abuse or intimidation;
- insulting, humiliating or degrading behaviour;
- discriminatory comments or language;
- offensive jokes or remarks;
- threats or threatening behaviour;
- repeated unwanted communication;
- deliberate exclusion from activities or groups;
- unwanted physical contact;
- stalking or intrusive behaviour;
- displaying or sharing offensive material;
- ridicule or behaviour designed to undermine another person.

This list is not exhaustive, and other conduct may also fall within the scope of this Policy.

5 Online Bullying and Harassment

Bullying and harassment can occur through digital, electronic or online communication.

Examples may include:

- cyberstalking;
- abusive or threatening online communication;
- sharing another person's personal information without permission;
- impersonating another person online;
- deliberately excluding an individual from online communities or communications;

- encouraging others to target or harass an individual online;
- posting offensive, intimidating or humiliating content about another person.

Students should be aware that behaviour online may be subject to investigation in the same way as behaviour occurring in person.

Where conduct is sexual in nature, it may be considered under the Sexual Misconduct Policy.

6 Freedom of Speech

BIMM University is committed to protecting lawful freedom of speech and academic freedom. Students will not be subject to disciplinary action solely because they have expressed lawful views, including views that others may find controversial, offensive, shocking or upsetting.

This Policy will be applied in a manner that is compatible with the University's Freedom of Speech Policy and its legal obligations relating to freedom of expression.

7 Support Available

BIMM University is committed to supporting students who have experienced, witnessed or been affected by bullying or harassment. Students do not have to make a formal report in order to access support.

Support may include:

- wellbeing support.
- counselling.
- safeguarding support.
- academic support.
- referral to external specialist services where appropriate.

Support will be available regardless of whether a formal disciplinary investigation takes place or whether a student chooses to pursue a formal report. Where a formal disciplinary investigation is undertaken, separate support contacts will normally be offered to the Reporting Party (the person who has reported an alleged incident of misconduct or who is directly affected by the alleged behaviour) and the Responding Party (the person whose behaviour is the subject of the allegation or report).

Further information about available support can be found in the University's [Single Comprehensive Source of Information relating to Harassment and Sexual Misconduct](#).

8 Reporting Concerns

Students who experience or witness bullying or harassment may:

- speak to a member of staff they are comfortable with, for example in the student support team, Course Leader or Head of School.
- make an [anonymous disclosure](#), or
- submit a [formal report](#).

Information about support and reporting options can be found at [Harassment and Sexual Misconduct | BIMM University](#)

8.1 Anonymous disclosures

Students may submit an anonymous disclosure if they wish to share information without initiating a formal disciplinary investigation.

Anonymous disclosures help the University:

- understand the nature and prevalence of bullying and harassment;
- identify patterns of behaviour;
- assess risks;
- inform preventative and safeguarding measures.

Anonymous disclosures will not normally result in disciplinary action on their own. However, the University may use information received through anonymous disclosures alongside other information available to identify risks, support investigations and inform safeguarding measures.

8.2 Formal Reports

Where a report is received that falls within the scope of the Student Disciplinary Procedure, it will be considered through the disciplinary process set out in that Procedure.

Students considering making a formal report are first encouraged to seek advice and support from Student Support.

Where appropriate, the University may consider precautionary measures in accordance with the Student Disciplinary Procedure to protect individuals, manage risk or support the integrity of an investigation.

Information about investigations, outcomes, sanctions and appeals is contained within the Student Disciplinary Procedure.

9 Related Policies

This Policy should be read alongside:

- Student Disciplinary Procedure
- Sexual Misconduct Policy
- Student Code of Conduct
- Freedom of Speech Policy
- Safeguarding Policy
- Student Social Media Policy and Guidelines.
- Student Equal Opportunities and Diversity Policy.