Brasenose College Harassment flowchart

**Incidents of harassment that occur outside the College environment and/or solely within the University environment will normally be dealt with under the appropriate University procedure.**

**Has a criminal offence being alleged?**
- Yes: The relevant harassment procedures may not be appropriate and the complainant is advised to report the matter to the Police and a College Officer, such as the Dean, Tutor for Graduates, Chaplain, Bursar, HR Manager, or Senior Tutor.
- No: Continue with the flowchart.

**Who is the complaint against?**
- Member of College staff or associate
- An Oxford University Student

**Member of College staff or associate**
- Harassment of a staff member by another member of College staff or associate/visitor
  - Raise the matter with the Bursar or HR
    - Case resolved
    - Can the matter be resolved informally with the help of College staff?
      - Yes: Case resolved
      - No: Are both parties willing to engage in a mediation process?
        - Yes: Has mediation resolved the issue?
          - Yes: Case resolved
          - No: Complainant makes a formal written complaint to the Bursar or appropriate delegate (if they are a staff member or associate/visitor), or the Dean or appropriate delegate (if they are a student)
        - No: Are both students members of Brasenose College?
          - Yes: Case referred to the Director of University Student Welfare
          - No: The Bursar/Dean or appropriate delegate investigates and communicates the resulting actions/resolution measures/disciplinary measures to all parties

**An Oxford University Student**
- Harassment of a student by another student
  - Raise the matter with the Dean or Senior Tutor
    - Case resolved
    - Are both parties willing to engage in a mediation process?
      - Yes: Has mediation resolved the issue?
        - Yes: Case resolved
        - No: Complainant makes a formal written complaint to the Bursar or appropriate delegate (if they are a staff member or associate/visitor), or the Dean or appropriate delegate (if they are a student)
      - No: Complainant appeals to the College Principal who will make a final decision and advise the complainant on their right to seek an external view

**Additional Information and Links**
- University Policy on Harassment: [http://www.admin.ox.ac.uk/eop/harassmentadvice](http://www.admin.ox.ac.uk/eop/harassmentadvice)
- Advice for students: [https://www.ox.ac.uk/students/welfare/harassment?wssl=1](https://www.ox.ac.uk/students/welfare/harassment?wssl=1)
- University Counselling Service: [https://www.ox.ac.uk/students/welfare/counselling?wssl=1](https://www.ox.ac.uk/students/welfare/counselling?wssl=1)
- Oxfordshire Sexual Abuse and Rape Crisis Centre: [http://www.oxfordrapecrisis.net/](http://www.oxfordrapecrisis.net/)