

# the guide

Loud and Clear 2020



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# Intro

## TRIGGER WARNING:

This guide will contain in-depth discussion of rape, sexual assault, harassment and abuse. If you are affected by any of the issues raised in this guide, the following organisations may be able to support you. All of the organisations listed below are inclusive of trans and non-binary students:

- Cambridge Rape Crisis Centre - a charity for victims of sexual violence who identify as female or for whom “female” constitutes part of their gender identity. They offer counselling and support.
- Cambridge for Consent - a student-run campaign promoting consent, affiliated with the Cambridge Student Union.
- Breaking the Silence - the University’s campaign against sexual misconduct.
- Sexual Assault and Harassment Advisor - offers emotional and practical support to students with experience of sexual misconduct.
- Cambridge Nightline - a University confidential night-time support service.

# Who we are



Loud and Clear is a campaign aiming to combat the cultures which enable sexual misconduct across the University, and to reform the procedures which inhibit accountability. Based in Clare College, we work on reforming procedure relating to sexual misconduct on a college and university level, as well as creating a culture of scrutiny and zero-tolerance through distributing resources on consent, reporting systems, gender issues, bystander intervention and the experiences of victims of sexual misconduct. Being inclusive of all genders, ethnicities, class backgrounds and sexualities, as well as people with disabilities, whilst recognising that sexual assault and harassment are disproportionately suffered by those belonging to marginalised groups, is central to our aims. As an intersectional campaign, we recognise how people at the intersections of protected characteristics (such as Black women or disabled working class people) are at particular risk from sexual assault and misconduct, because of the unique combination of their identities and the way society views them as a result.

We also centre survivors' voices in our campaign, whilst recognising that it should absolutely not be incumbent on survivors to work to combat sexual misconduct. We are creating this guide because it is very difficult to find resources which combine all the necessary information on what to do if you or your friends encounter sexual misconduct in one simple format. This guide is intended to contain comprehensive answers to any question you might have about the causes and cultures of sexual misconduct, what to do if you experience sexual misconduct, how to support a friend who has experienced sexual misconduct, and the commonly held misconceptions about sexual misconduct. While a few parts of the guide are specific to Clare College, the vast majority of the guide should be applicable across the university. If you find that the guide fails to answer any of your questions or you have suggestions for improving it, please give us feedback using the anonymous form [here](#).

Follow us on social media for updates: [Facebook](#) / [Instagram](#)

If you are interested in reading more about the work we have been doing, here are some links to media coverage of our work so far:

[The Cambridge Tab: 'Meet Loud and Clear: the project challenging the culture around sexual assault'](#)

[The Cambridge Tab: '5 activism accounts run by Cambridge students that you should follow'](#)

[Varsity: 'We Must Speak About Sexual Assault: Loud and Clear'](#)

# Glossary of Key Terms

## Sexual Harassment

A form of unlawful discrimination under the Equality Act 2010. Sexual harassment often comes with the intention of violating someone's dignity, making them feel humiliated, degraded or intimidated, and creating an uncomfortable, hostile and oppressive environment. Sexual harassment can be a one-off incident, or it can be an ongoing pattern of behaviour.

Some examples of sexual harassment may be:

- unsolicited flirting or casual sexualisation in the form of remarks or actions
- sexually offensive or discriminatory humour
- unsolicited, repeated or unrelated questions about someone's sex life
- displaying pornographic content openly with a view to other people seeing it
- exposing oneself in public with a view to other people seeing it
- touching someone against their will or without consent
- cyberharassment in the form of sexual or degrading emails, texts or DMs

Sexual harassment can be experienced by people of any gender. Sexual harassment is best defined by the person experiencing the harassment. If a friend feels that they are being sexually harassed, you should not tell them that their feelings are invalid.

## Sexual Assault

Sexual assault is defined as sexual touching which occurs without consent, or which a person is coerced into consenting to. It is a form of sexual violence which includes rape, groping, molestation, domestic violence and child sexual abuse. The Sexual Offences Act of 2003 in England and Wales defines sexual assault as when: a person (A) intentionally touches another person (B); the touching is sexual; B does not consent to the touching; and A cannot reasonably believe that B consents.

Sexual or indecent assault may or may not involve violence or cause physical injury, but it is always an act of physical, psychological and emotional violation. It may involve manipulation and coercion. It may take place when the victim is unable to consent, such as when the victim is intoxicated, unconscious or emotionally vulnerable. Sexual assault is experienced by people of all genders. Sexual assault is **not** mostly committed by strangers to the victim. The majority of people who commit rape and other forms of sexual assault know their victims and, in some cases, are relatives, friends or work colleagues. Rape within relationships may also occur. Any situation in which a sexual act is committed without consent is sexual assault.

## Consent

Sexual consent is the act of agreeing to participate in a sexual activity. It means establishing your personal boundaries and those of your partner and checking that both parties are comfortable with every condition of sexual intercourse before it occurs. Without consent, what you may see as “sexual activity” is actually sexual assault or rape. If somebody consents to a sexual act initially but the conditions of the act change during sex (for instance through the removal of a condom), consent is revoked.

Consent is:

- freely given, without manipulation, coercion or the influence of drugs or alcohol
- reversible, meaning anyone can change their mind at any time
- informed, meaning each party is fully informed about the sexual act before it occurs
- specific, meaning consent is given to each stage of the process

It does not ‘ruin the mood’ to ask for consent, or to insist on ensuring that you are fully informed about the conditions of the intercourse you are about to engage in. Consent is not something which should be ‘implied’ by previous sexual encounters, what you wear or what ‘reputation’ you have: it must be actively given and clearly communicated. Some people cannot give consent, for instance people who are extremely drunk, high, unconscious or underage. This is a moral and participatory definition of consent, as opposed to the legal definition of sexual assault provided in this guide.

## Mediation

If a reporting student does not wish to engage directly with a perpetrator, or a direct approach has been tried and has not worked, they may choose to engage in mediation. Mediation is a confidential process for resolving disagreements, whereby two individuals in dispute agree to engage with one or two impartial third parties (mediators) in order to reach an agreement and find a mutually acceptable solution. Mediation cannot solve the dispute for the parties involved, but it can help them to hold a discussion where working relationships may have broken down. Mediators are members of staff from across the University who, as volunteers, have been trained in mediation skills and follow a strict Code of Conduct. (More information about the Cambridge mediation service is available [here](#).)

## Investigation

Investigation involves a trained investigator trying to establish as many undisputed facts about what happened as possible. The investigator may meet separately with both the reporting student and the implicated student to gather information about the case. They may also meet with any witnesses to the events being investigated. If they wish, students may bring someone to these meetings for emotional support. They are also entitled to seek independent legal advice, at their own expense. Following these meetings, the investigator writes a report and recommends a course of action.

## **OSCCA**

The University's Office of Student Conduct, Complaints and Appeals (OSCCA) provides procedural advice, case handling and oversight of a number of student procedures, including those relating to sexual misconduct. On the OSCCA website you can anonymously report inappropriate behaviour of any kind, including sexual misconduct. You can also find the procedure on student harassment and sexual misconduct, informative resources, the student disciplinary procedure and the University's code of conduct. You can also raise a complaint with the University on their website, [linked here](#).

## **SAHA**

The University SAHA (Sexual Assault and Harassment Advisor) is a specialist support worker providing emotional and practical support to anyone who has been raped, sexually assaulted or harassed. You should feel comfortable going to the SAHA even if the incident/s did not occur at the University. The SAHA can offer support or offer advice about reporting what has happened. They are a great point of specialist contact for experiences related specifically to sexual harassment and violence. The Service is open to all undergraduate students in residence and graduate students on the register, regardless of their gender or sexual orientation. A link to the SAHA is available [here](#).

## **'Balance of probabilities'**

Cambridge used to have an extremely high standard of proof for student disciplinary cases, including sexual misconduct claims. It used the criminal standard of proof, 'beyond reasonable doubt'. However, more recently it has begun using the 'balance of probabilities' - the burden of proof used in civil cases. This is a lower standard of proof. The burden of proof remains on the claimant, but they only have to prove that the occurrence of the reported event is more likely than not, rather than having to prove that the event took place "beyond reasonable doubt". The use of this lower standard of proof was won after years of campaigning by the SU Women's Campaign.

# For victims



# For victims: immediately following assault

Experiencing sexual harassment or assault is traumatising for anyone. We know it's really difficult, and you may be feeling extremely emotional and vulnerable at this time. However, there are some important practical steps you can take, which could make things easier in the long run. So, if at all possible, here's what we recommend:

# For victims: immediately following assault

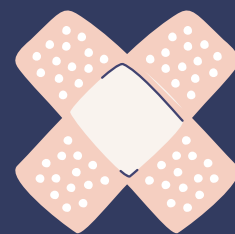
Do not shower, go to the bathroom or change clothing. These activities destroy important physical evidence in the event that you decide to prosecute the person who assaulted you. If you must change your clothes before seeking help, place them (including undergarments) in a brown PAPER bag. Placing clothes or any other possible piece of evidence in a plastic bag will chemically render them useless during evidence collection procedures.

Write down everything that you remember happening, with as much detail as possible. This can help with your own healing process and in any legal action you might decide to take. This is also extremely helpful if you decide to report immediately to law enforcement.



Seek medical attention. You may have hidden injuries and may want to explore options for preventing pregnancy or sexually transmitted diseases. If you receive medical attention and evidence is collected, this does not mean you have to report the assault to law enforcement. Evidence can be stored for some time, while you make a decision. To access medical support for STIs, refer to your GP, a family planning clinic or a Brook Centre ([linked here](#)) if possible. You can also find out more about PrEP, HIV and AIDS from Terrence Higgins Trust (direct helpline 0808 802 1221), or the NHS National Sexual Health Helpline (0800 567 123).

If you are worried about getting pregnant after a sexual attack, you can seek free treatment from family planning clinics or your GP. You can get free and immediate testing. You can also get free emergency contraception such as the morning after pill from an NHS sexual health clinic.



# For victims: immediately following assault

Many people worry about reporting rape and sexual assault to the police because:

- they had been drinking alcohol or taking hard drugs at the time
- they were in a relationship or had a prior sexual history with the person who assaulted them
- they had consented to part, but not all, of the sexual act
- they were with someone of the same gender, especially if they are not 'out'
- they feel they will not be taken seriously on account of their gender (particularly men) or identity
- they did not actively say "no" or fight back
- they cannot remember every detail of the assault

Recognise that, despite the massive flaws in the justice and law enforcement systems in regard to rape and sexual assault, none of these factors invalidates the fact that you have experienced sexual assault in the eyes of the law. Please do not feel unable to speak out about your experience for fear that you won't be taken seriously due to any of the above factors.

# For victims: common feelings



## **Shock and numbness**

You may feel disbelief and denial about what happened, or you may feel completely detached. Recognise that these feelings are normal reactions to experiencing trauma. Reassure yourself that these feelings will diminish over time but it takes as much time as you need to heal.

## **Disruption**

You may feel unable to think about anything except what happened; this may affect your daily life, including your relationships and your studies.

It is important to be gentle with yourself and take steps to reclaim your life. It may take some time to grieve, to adjust, and to reorganise your life, and that is okay — however, know that you will be able to go on with your life.

## **Fear**

You may fear people and feel vulnerable even when going through the regular activities of life. You may be afraid to be alone, or to be with lots of people. You may have lost your trust in people, and may fear being assaulted again.

Make any changes in your life that you need in order to feel safe. Temporarily “not trusting” is a protective device, an emotional coping skill. Most of these fears will go away or lessen over time. You will be able to trust again when you have had a chance to heal and are feeling less vulnerable.

## **Loss of control**

You may feel overwhelmed, and as though you have no agency in your life. This is a common feeling after a situation in which you had no control.

Try to make as many of your own decisions as possible. Small actions can help you feel like you are taking back control.

## **Anger**

You may feel angry about the event itself, but equally you may feel angry about what happens after, such as changes to your lifestyle, or unhelpful comments.

Anger is an appropriate, healthy response to sexual assault. Allow yourself to be angry. You have a right to feel angry. However, it is important to feel angry without hurting yourself or others. Anger can be expressed physically without harming yourself or others. Some people find that physical activity (such as walking, running, biking, hitting pillows, etc.) can help release the physical tension that often accompanies anger. Writing in a journal, playing music, or singing out loud to music are also helpful and healthy ways to release anger.

### **Guilt and shame**

You may worry that you somehow “provoked them” or “asked for it”, that you shouldn’t have trusted the assailant, or that you should have somehow prevented the assault.

It was not your fault. No one deserves to be sexually assaulted. Tell yourself that many times a day. Being sexually assaulted does not make you a bad person; you did not choose to be sexually assaulted. Realise that guilt and self-blame are efforts to feel some control over the situation. These reactions are fuelled by society’s myths about sexual assault, or perhaps by the reactions of certain people you have told. It is important to surround yourself with supportive people. Education about the facts surrounding sexual assault may also be helpful in dispelling feelings of shame and self-blame.

### **Anxiety**

You may experience shaking, anxiety, flashbacks, and nightmares after an attack. This can begin shortly after the attack and continue for a long period of time.

Although they may feel scary, these are normal responses to trauma. It is important to be able to discuss your nightmares and fears, particularly how they are affecting your life. Keeping a journal to write about your feelings, dreams, and worries can be a helpful tool in the recovery process.

### **Concern for the perpetrator**

You may feel concern about what will happen to the assailant if the attack is reported or prosecuted.

It is human to show concern for others, especially those who are troubled, destructive, and confused. But the sexual assault was not your fault. Only the assailant is responsible for what happened. You have a right to feel and express anger. It is important to hold the assailant accountable. Pushing yourself to prematurely “forgive” the assailant may force you to bury your valid feelings of anger and rage.

### **Sexual concerns**

You may experience a variety of sexual concerns after an assault. Some survivors may want no sexual contact whatsoever; others may use sex as a coping mechanism. Some people may experience some confusion about separating sex from sexual abuse. Particular sexual acts may provoke flashbacks.

Sexual healing takes time. Go at your own pace. Be very clear with your partner about your needs and limits when it comes to any type of sexual contact. You have a right to refuse to be sexual until you feel ready. Tell your partner what kinds of physical or sexual intimacy feel comfortable to you.

it's okay to  
feel your  
feelings

# For victims: pastoral resources



All colleges have one or more college nurses, who are able to support survivors. At Clare, the nurses are Helen James and Jo Scoones. They can be contacted at [college-nurse@clare.cam.ac.uk](mailto:college-nurse@clare.cam.ac.uk), or you can book an appointment [here](#).

Outside of college, the University Counselling Service can provide support. There is a specifically trained Sexual Assault and Harassment Advisor (SAHA), Amy Thompson, who is widely considered to be absolutely fantastic. She can support you both pastorally and practically. Information on how to arrange a meeting with her is available [here](#).

Outside of university, the Cambridge Rape Crisis Centre has a phone helpline and an email address, and can offer counselling. You can find more information [here](#).

There is a private Facebook group for survivors in Cambridge, where people can share problems and ask for advice. To be invited to join this group, message Amy Bottomley on Facebook.



# For victims: navigating uni as a survivor

Being a survivor of sexual harassment or assault can be especially difficult at university, but there are ways to make it easier. You can take steps to make yourself more comfortable. If you do not want to ask for these accommodations directly yourself, you could talk to your personal tutor, your director of studies, your Graduate Tutor [postgraduates only], a Student Union representative or the SAHA.

Adjustments that could be made in academic settings include:

- Supervisors to always leave the door open during a supervision
- Content warnings to be given in all lectures, classes and supervisions, which allow students adequate time to leave the room if they need to
- Materials containing triggering content to be optional; alternative materials to be given

Adjustments that could be made in social settings include:

- A change of accommodation
- Finding alcohol-free social events

You should not have to disclose what happened to you to receive these adjustments. You do not have to disclose your experience to anyone you do not want to.

Some areas of university life may bring additional or specific struggles.

- If you are a survivor wanting to get involved in sport, you could talk to the welfare officer on the relevant team, or contact staff at the Sports Centre
- If you are a survivor wanting to get involved in music, you could talk to an officer for the relevant ensemble, or contact a member of CUMS
- If you are a survivor wanting to get involved in theatre, you could talk to the relevant representative on the CUADC committee, or talk to The Old Vag Club, a drama society that focuses specifically on issues of sexual assault

# Important figures in the university

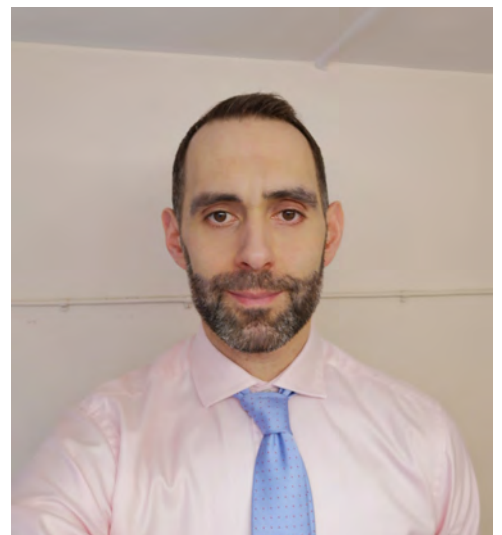
## **Amy Thompson (SAHA)**

I provide support to students who have been subjected to any kind of sexual violence, harassment, assault or rape, recently or in the past. I can support you whether this happened at University or not. I can work with you to manage the emotional impact of what has happened and also look at practical issues such as providing you with information on reporting options via the University or via the police. You do not have to report your experience to get support, but if you choose to report what has happened, I can support you through that process.



## **Chris Down**

I am a Specialist Investigator working in the Office of Student Conduct, Complaints and Appeals. I joined the University from the police in February 2019 after 18 years in various roles, finishing as an experienced, qualified specialist investigator. I now manage investigations into cases of academic and non-academic misconduct. As well as attending regular CPD (continuous professional development) events and attaining nationally recognised investigator qualifications, I retain an interest in the area of trauma informed investigations and sexual misconduct in universities; my degree dissertation (1st class honours) was 'An Exploration of Sexual Violence Perpetrated Against Students in the University Context'.

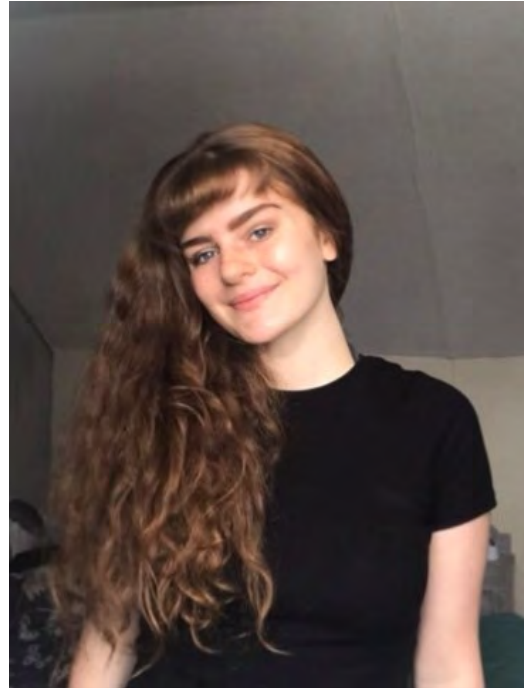




# Important figures in the university

## **Chloe Newbold**

I am Chloe (she/they), the full-time Cambridge SU Women's Officer, and most of my work takes place through the Cambridge SU Women's Campaign. I work with the women's campaign to represent and advocate for the needs of women and non-binary students on campus at an institutional, social and cultural level. A lot of my work with the campaign focuses on issues of consent and sexual violence, whether that be on campaigning to reform disciplinary procedures or advocating for improved support services at the University. One of my campaigning priorities this academic year is campus safety - making consent education in particular an ongoing and inclusive process that is able to link sexual violence to deeper structures of inequality and cultures of complicity. I am in regular contact with college women's officers and women & non-binary welfare officers, providing them with training and support that they can use in advocating for safe spaces at a college level. If you want to contact with me any queries or ideas my facebook messages (Chloe SU) & email ([chloe.newbold@cambridgesu.co.uk](mailto:chloe.newbold@cambridgesu.co.uk)) are always open.



# Reporting

If you feel you want to report what happened to you, there are various ways you can do this, both within your college, within the university and externally.

The choice of how exactly to report is yours and yours alone; however, there are some factors that may affect your decision.

If you report using a college procedure, it is possible that the staff members involved may have conflicts of interest. Staff in college also tend to be less experienced than the staff at OSCCA, who are experts in dealing with these issues. However, you may be more comfortable talking to college staff.

If you report informally, the process will be quicker and you will not have to go through an investigation; you may not even have to divulge exactly what happened to you. However, if you report formally, there is a wider range of possible disciplinary action that can be taken, including more serious action.

In general, it is advisable to seek pastoral support alongside reporting, as the process can be difficult and potentially triggering. Having a professional to talk to will help both in terms of your mental health and in terms of being guided on how exactly the process works by someone with expertise.

# Reporting students informally via college

This process is initiated by talking to a member of college staff who has a pastoral position. This could be your personal tutor, the college nurse, a director of studies or the senior tutor. You can write an email, although it may be better to meet in person. You can disclose as much information as you feel comfortable with.

If you report informally, there will be no need for an investigation into the event, and no judgement on the credibility of the complaint will be made. Using the informal process, disciplinary action cannot be taken, but 'alternative resolution' can be, the exact nature of which will be determined by your personal preference. 'Alternative resolution' can include: mediation with the perpetrator, requiring the perpetrator to attend behaviour awareness training, requiring the perpetrator to sign a conduct agreement, preventing contact between you and the perpetrator (in academic settings, social settings and accommodation). A record that a complaint has been made (without judgement on its truth) will be kept.

## advantages

You do not have to go through a long investigation process

You do not have to describe exactly what happened to you if you do not want to

If you later decide to report formally, you can still do so

## disadvantages

More severe disciplinary action cannot be taken

College staff may have conflicts of interest

# Reporting students formally via college

This process is initiated by filling in the 'Reporting Sexual Assault and Harassment Form', or writing to the Senior Tutor, or meeting with the Senior Tutor in person. You can disclose as much information as you feel comfortable with at this initial stage.

Pastoral support will be offered while the complaint is made. Also, during the investigation, action can be taken to keep you safe, such as limiting the perpetrator's interactions with you, or imposing other conditions on them.

Once you have made your complaint, the Senior Tutor will inform you within 10 days whether it will be referred for investigation. If it is referred for investigation, an independent trained investigator will be appointed to establish what happened. This may include meeting with you, meeting with the perpetrator, meeting with any witnesses and gathering evidence. The investigator will then write a report with a recommended course of action, which the Senior Tutor can decide to take on board or not. The investigator will operate on the principle of 'balance of probabilities' when deciding what happened.

Disciplinary action taken can include: requiring the perpetrator to attend behaviour awareness training, requiring the perpetrator to sign a conduct agreement, preventing contact between you and the perpetrator (in academic settings, social settings and accommodation), requiring the perpetrator to undergo a period of intermission, or excluding the perpetrator. A record of what the perpetrator did will be kept, which may be taken into account if a further complaint is made against them under this procedure. You can have the decision of the Investigator/Tutor reviewed if you believe it was biased or the investigation was not conducted properly, or if new evidence is available.

## advantages

There are more possible resolutions, with more severe potential repercussions

## disadvantages

It may take some time for the investigation to finish

It may require you to provide more precise information on what happened  
College staff may have conflicts of interest

You cannot formally report under university procedure if you have already formally reported via college

# Reporting students anonymously via OSCCA

You can anonymously report your experience [here](#).

This is more for the university's benefit, to collect information about the scale of the issue on campus.

## advantages

It can be therapeutic

It helps the university understand patterns of sexual misconduct on campus and take the issue more seriously

## disadvantages

No action can be taken as a result of anonymous reporting

# Reporting students informally via OSCCA

This process is initiated by filling in the 'Harassment and Misconduct Reporting Form', available [here](#).

Pastoral support will be offered while the complaint is made. Also, during the investigation, action can be taken to keep you safe, such as limiting the perpetrator's interactions with you, or imposing other conditions on them.

Once you have made your complaint, OSCCA will email you within 2 days to arrange an initial meeting. Within 7 days, OSCCA will inform you if it will be referred for investigation. If it is referred for investigation, an independent trained investigator will be appointed to establish what happened. They will meet with you and the perpetrator separately. They may also meet with any witnesses, and gather any available evidence. The investigator will then write a report with a recommended course of action to limit contact between you and the perpetrator. The investigator will operate on the principle of 'balance of probabilities' when deciding what happened. If both you and the perpetrator agree with the investigator's recommendations, they will be implemented.

Possible disciplinary actions include: mediation with the perpetrator, requiring the perpetrator to attend behaviour awareness training, requiring the perpetrator to sign a conduct agreement, preventing contact between you and the perpetrator (in academic settings, social settings and accommodation). A record that a complaint has been made (without judgement on its truth) will be kept. You can have the decision of the Investigator/OSCCA reviewed if you believe it was biased or the investigation was not conducted properly, or if new evidence is available.

## advantages

OSCCA are much less likely to have conflicts of interest than college staff  
OSCCA have staff who are much more experienced in these issues than college staff

## disadvantages

It may take some time for the investigation to finish  
It may require you to provide more precise information on what happened

# Reporting students formally via OSCCA

This process is initiated by filling in the 'Concern Form', available [here](#).

Pastoral support will be offered while the complaint is made. Also, during the investigation, the perpetrator is not allowed contact with you.

Once you have made your complaint, OSCCA will email you within 2 days to arrange an initial meeting. Within 7 days, OSCCA will inform you if it will be referred for investigation. If it is referred for investigation, an independent trained investigator will be appointed to establish what happened. They will meet with you and the perpetrator separately. They may also meet with any witnesses, and gather any available evidence. The investigator will then write a report with a recommended course of action to limit contact between you and the perpetrator. The investigator will operate on the principle of 'balance of probabilities' when deciding what happened. You are allowed to bring pastoral supporters to any meetings or hearings you attend. You will need to attend a Disciplinary Committee meeting to give evidence to the Committee. You may also provide an impact statement.

Possible disciplinary actions include: mediation with the perpetrator, requiring the perpetrator to attend behaviour awareness training, requiring the perpetrator to sign a conduct agreement, preventing contact between you and the perpetrator (in academic settings, social settings and accommodation), restrictions on the perpetrator's right to use University/College facilities/services, and temporary or permanent exclusion of the perpetrator. You can have the decision of the Investigator/OSCCA reviewed if you believe it was biased or the investigation was not conducted properly, or if new evidence is available.

## advantages

More severe disciplinary action is possible  
 OSCCA are much less likely to have conflicts of interest than college staff  
 OSCCA have staff who are much more experienced in these issues than college staff

## disadvantages

It may be difficult to get the investigation to finish  
 It may require you to provide more precise information on what happened  
 You have to attend a meeting with a Disciplinary Committee  
 You cannot formally report under college procedure if you have already formally reported via OSCCA

# Anonymous feedback on staff via OSCCA

If you do not feel comfortable enough to make a named complaint, you can email [OSCCA@admin.cam.ac.uk](mailto:OSCCA@admin.cam.ac.uk) to set up a meeting to tell a member of the OSCCA team about your concerns.

OSCCA will share the anonymised information with HR or a relevant senior staff member. An informal conversation will take place with the staff member, without sharing any identifying details about you.

Due to the anonymous nature of the feedback, the student will not receive any outcome through this mechanism.

## **advantages**

You can remain anonymous  
You can still submit a formal complaint following this

## **disadvantages**

This is an informal resolution, with little scope for discipline  
You will not know the outcome of your complaint



# Local resolution of cases involving staff

You can approach the staff member themselves, or a more senior member of staff within the Department, Faculty or Service (for example, the Director of Undergraduate or Postgraduate Education) to raise your concerns, either in person or by email.

The staff member may request further information from you. The detail of the concern will be shared with the relevant staff member, if you initially contacted a more senior staff member.

You should receive an outcome within 21 days confirming any action that has been taken. If you are dissatisfied with the outcome, you can submit a formal complaint form within 28 days.

## advantages

You do not have to talk directly to the staff member involved  
You can still submit a formal complaint following this

## disadvantages

Limited scope for disciplinary action

# Reporting staff formally via OSCCA

This process is initiated by filling in the 'Harassment and Sexual Misconduct Reporting Form', found [here](#).

Within 7 days of submitting the form, you will receive a letter confirming:

- The next steps of the process
- How future interaction with the staff member will be prevented/limited
- When the staff member will be informed about the report/investigation
- The likely time frame for investigation
- The support available to you

You may be requested to attend an investigation meeting with the investigator. This meeting is held to ensure the full detail of the complaint is captured. The investigator will be independent and work outside the department/faculty/service of the staff member concerned. You can bring a pastoral supporter to this meeting.

You will normally receive a case update every few weeks – investigations can take a few months if they are complex. Once the investigation has been completed, you will receive an outcome (whether the complaint is upheld or dismissed) and any remedy or action that is required of the staff member that has a direct impact on you.

If you are dissatisfied with the complaint outcome, you have 14 days to request a review of the decision. The review will look at the University's handling of the complaint; it will not reinvestigate the staff member.

## advantages

You will be supported and updated throughout the whole process  
More serious disciplinary action can be taken

## disadvantages

The process may take a long time  
You may have to go into detail about what happened to you

# Reporting via the police

None of the procedures offered by colleges or the university prevent you from reporting to the police at any time. Normally, if you report to the police, the college/OSCCA will suspend any of their own investigations, although they can still enforce precautionary action to limit your contact with the perpetrator, and they should still offer you pastoral support.

Advice on reporting to the police can be found [here](#).

## advantages

You can still receive support from your college/the university

Serious disciplinary action can be taken

## disadvantages

Experiences with the police can be variable, as some officers may be less understanding than others

Certain groups may feel uncomfortable around police

# Types of survivors

## **Survivors of sexual harassment**

People who have been subjected to inappropriate verbal comments, or inappropriate sexual displays. Sexual harassment often comes with the intention of violating someone's dignity, making them feel humiliated, degraded or intimidated, and creating an uncomfortable, hostile and oppressive environment.

## **Survivors of sexual assault**

People who have been sexually touched without giving consent, or who are coerced into sexual touching. This includes rape, groping, molestation, domestic violence and child sexual abuse.

## **Survivors of child sexual abuse**

People who have been subjected to sexual abuse as a minor, often by someone older than them. This does not need to include physical contact between a perpetrator and a child.

## **Survivors of drug-facilitated assault**

People who have experienced sexual assault committed with the help of alcohol or drugs. People under the influence of alcohol or drugs are not able to consent, as they have diminished capacity. These substances make it easier for perpetrators to commit assault, as they reduce a person's ability to resist, and can prevent them from remembering details of the assault. These assaults may occur when the survivor is voluntarily using alcohol and drugs, but is taken advantage of, or when the survivor is forced to consume alcohol or drugs without their knowledge.

## **Survivors of intimate partner sexual abuse**

People who have been made to engage in sexual activity without their consent within an intimate relationship. No matter what the relationship is defined as, and no matter what activities have been consented to previously, sexual activity without consent is assault.

# Postgraduates

There are a number of issues relating to sexual assault, misconduct and harassment that are specific to postgraduate students. As students, postgraduates may be closer in age and in friendship with their supervisors; as staff, postgraduates may also engage in relationships with their students.

According to both [Clare College](#) and the [central Cambridge University](#), members of staff are defined as: 'any person who is engaged by the College [or University] as an employee or worker and/or who holds a College office or post, as well as any person to whom the College makes available any of the privileges or facilities normally afforded to its employees - where graduate students are working for the College in a teaching or related capacity, this Policy will apply to them in that capacity as if they were employees of the College.'

This means that any member of the University, or a College, who engages in teaching, e.g. supervisions, will be classed as a member of staff in the context of staff-student relationships. If you do have a personal relationship with an undergraduate student this must be disclosed to the College, particularly if you believe there could be a chance you might enter into a professional relationship with this student.

## **Experiencing sexual misconduct and/or harassment from your line manager, module convenor or colleague:**

Information on Cambridge's Dignity @ Work policy can be found [here](#).

Informal complaints can be raised by personally approaching an individual, personally approaching them with another person's support, or by seeking mediation.

Formal complaints can be made either to the head of the relevant college/faculty, or to the director of HR of the college/faculty. An investigation will then be undertaken, and the investigator will compile a report for the head/director to review. The head/director will meet with individuals to feed back on this. If the complaint is upheld, actions can be taken, including mediation or disciplinary action.

# Staff-student relationships

Although student-staff relationships are not forbidden, and no party will be penalised for such relationships, it is important to bear in mind the potential risks involved for both parties.

## **Abuse of power**

Even if the staff member in question is extremely well-intentioned and careful, the power imbalance involved in staff-student relationships is unavoidable, and can have consequences for both parties. If the staff member has control over your university/academic life, you may feel unable to raise issues in your relationship as easily, or in extreme cases may feel afraid to end the relationship, even if you want to.

Statistically, when one party is in a position of power relative to the other, and especially when there are significant age gaps, there is a higher risk of the relationship ending in abuse.

## **Staying safe**

To minimise risk and keep yourself safe, follow university/department protocols, i.e. make sure to tell a more senior member of staff, who can ensure that you are separated in professional settings. It is important that a member of the department is aware so that you have a point of contact within your academic life. This will also help to combat potential power imbalances caused by being in a relationship with a member of staff.

Remember that, because these relationships are allowed, if you do have a sexual or romantic relationship with a member of staff that makes you uncomfortable, you will not be punished for raising it with the faculty or your college. There is nothing to be ashamed of, and nobody is entitled to make you feel as though there is.

# Resources for LGBT+ people

LGBT+ people are disproportionately affected by sexual violence, but underrepresented in support services and institutional processes. Their experiences are less likely to be seen as valid by the services which are meant to protect them. Although the base experience of being assaulted can prompt many of the same feelings in people of any group, LGBT+ survivors are particularly vulnerable and less likely to be able to access support. Stonewall figures show that 26% of LGBT+ people have received unwanted sexual contact.

Here are some things to consider when looking to support a queer friend who has experienced sexual assault:

- always use inclusive language that affirms the survivor's gender identity and sexual orientation
- do not use language which suggests that you are fetishising LGBT+ survivors' sexual identities and interactions, and do not feel that you are entitled to details of the assault in question
- do not revert to heteronormative ideas about what either sexual interaction or sexual assault "should" look like
- do not revert to a gender binary when thinking or talking about sexual assault and abuse
- recognise that a lot of the sexual violence directed at LGBT+ people is intrinsically linked with the high levels of hate crime suffered by the LGBT+ community
- recognise that trans\* survivors of sexual violence who also suffer from gender dysphoria will often have a more complex relationship with their bodies and with sexual relationships following sexual assault than their cis counterparts. Do not tell your trans\* friends how to feel about this, especially if your thoughts are dictated by cisnormative ideas. The best and most helpful thing you can do is listen to them, research how best to support them, and direct them towards specialist LGBT+ support services
- recognise the complications that arise from the lack of LGBT+ representation in sex and relationships education in schools

# Resources for LGBT+ people

If you are a member of the LGBT+ community who has experienced sexual misconduct, below is a list of links to specialised LGBT+ resources and services you may wish to consult.

NB: if you are a closeted trans\* survivor of sexual violence, we respect you and your specific struggle. Your experiences and your gender are valid. The charities and campaigns listed below will offer support to people of any gender, regardless of whether you are still in the closet. If you access their services via helpline or email, they should not assume your gender identity, or ask you to disclose it. Please do not neglect to seek support if you have suffered an assault.

[Galop](#) is an LGBT+ anti-violence charity with a helpline, referral service and plenty of useful resources.

The [LGBT Foundation](#) offers support to LGBT survivors of domestic abuse, whilst offering helpline and email support if you want to talk about harassment or assault, and a page dedicated to LGBT sexual health advice.

[The Bi Survivors Network](#) offers a safe space for bisexual survivors of sexual and/or domestic violence to discuss their experiences and find solidarity in the community.

[The Survivors Network](#) has a list of resources for LGBTQ survivors.

For issues specifically related to Covid-19, for instance being in an abusive home environment, [Stonewall](#) has a comprehensive list of all relevant charities and organisations offering support.

Cambridge SU's LGBT welfare reps are also a useful point of contact for support, linked [here](#).



# Resources for POC

People of colour are disproportionately affected by sexual harassment and assault, despite conventional media narratives being overwhelmingly white. Women of colour, especially Black women, have historically been hypersexualised. The idea of Black women being more inherently sexual was used to justify enslavement, rape and forced reproduction. Following the abolishment of slavery, this culture continued and Black women continued to be sexually abused, with perpetrators often going unpunished. Statistics show that Black women who report crimes of sexual assault or violence are less likely to be believed than their white counterparts. Even more egregiously, a recent study found that men found guilty of raping Black women receive shorter sentences than men found guilty of raping white women. Women of colour are also less likely to report their experiences to police, largely due to institutional distrust. Other barriers, such as fears of stereotyping/racism, fears of not being understood, language barriers and fears of further marginalisation also contribute to fewer women of colour seeking support.

Below is a list of links to specialised resources and services people of colour may wish to consult:

[Rise UK](#) support all women dealing with domestic abuse and violence, offering specialised and confidential advice.

[Ashiana](#) work to stop violence against women and girls, offering advice, advocacy and counselling to all BME women, particularly for South Asian, Turkish and Middle Eastern women.

[Imkaan](#) have a very comprehensive list of possible services to contact, as well as a lot of resources on their website.

[Muslim Women's Network UK](#) offer a helpline, counselling service and resources for Muslim women around a number of issues, including sexual exploitation and domestic abuse.

# Resources for people with disabilities

People with disabilities are victimised by almost any crime at higher rates than the rest of the population, including sexual abuse. As many as 83% of developmentally disabled women and girls and 32% of developmentally disabled men and boys have experienced sexual assault, according to The National Center on Domestic and Sexual Violence. A legal definition of disability can be found [here](#).

Consent is crucial in any sexual activity. When someone has a disability, consent may be a more complex stage of sexual activity. For instance, some disabilities make it difficult to communicate consent, which perpetrators may take advantage of, arguing that a situation was 'ambiguous'. People with some disabilities may go 'non-verbal' in some situations, which means that prior discussions must be had about establishing consent without verbal signals. People with disabilities may also be less likely to have received education about sexuality and consent specialised to their own specific needs and experiences. If you are in a relationship with a disabled person, you need to commit to having complex conversations about consent, not just in terms of sexual relationships but in terms of all physical contact, *every time* physical contact might possibly occur. Depending on the circumstances, you may also need to have conversations with their family and/or carers.

Although people with disabilities are disproportionately affected by sexual violence and abuse, this should not create a stigma around disability and loving, safe sex. While some people with certain disabilities may not be able to consent to having sex or a relationship, and some may choose to abstain from sex and relationships, this is the minority. Generally, disabled people are perfectly able and willing to engage in safe, healthy and happy platonic, romantic and sexual relationships. However, disabled people may need more social support and accessible, specialised sex and relationships education to feel comfortable and happy in their relationships.

# Resources for people with disabilities

Below is a list of links to specialised resources and services you may wish to consult:

Attached [here](#) is a really helpful handbook on sexual abuse and disability by Bristol Against Violence and Abuse.

[Disabled Survivors Unite](#) is an incredible charity which provides support and advice for disabled survivors of sexual violence.

[DeafHope](#) offer support for D/deaf women and children who suffer from domestic abuse.

[Respond](#) supports people with learning disabilities, autism or both who have experienced trauma in their lives.

[Mencap's](#) collection of sexuality and relationships resources for people with learning disabilities is another excellent resource.

# Resources for men

Men who have experienced sexual assault may experience the same effects of sexual assault as other survivors, but also some more unique problems. There may be more feelings of shame, feelings that they should have been 'strong enough' to withstand the assault or fight off their attacker, or even feelings that what they experienced doesn't count as assault because they are men. None of these things are fair or true, but rather are consequences of society's often toxic conceptions of masculinity.

Below is a list of links to specialised resources and services you may wish to consult:

[RAIIN](#) have a webpage on the experience of male survivors.

[1in6](#) is a project specifically geared towards male survivors.

# For friends

Many survivors of sexual assault or harassment choose to disclose their experiences to a friend before taking any further steps. You may find yourself in a position where yours is the first support they receive. It can be hard to know what to do and how to respond when a friend makes a disclosure of this sort; you yourself may feel upset or overwhelmed. You can't rescue your friend from what has happened to them or solve their problems. However, listening openly and compassionately to your friend can be a meaningful first step in their healing process. Furthermore, the first responses they receive to their disclosure will have a significant impact on their experience and actions moving forward, so it is important that you validate what they are saying and provide a safe, non-judgemental environment for them to begin to process what has happened to them and think about next steps.

If you yourself are a victim of sexual assault and are put in a position where someone is asking you to talk about their assault, and this makes you feel uncomfortable or anxious, this is an entirely valid response. You are not 'selfish' for not wanting to have that conversation with somebody if it will damage your mental health. You should not feel guilty for directing them towards somebody else or towards professional support services. You are not obliged to reveal that your own assault is the reason you feel the need to do this. Nobody is entitled to the details of your past.

Whatever your past experiences, listening to your friend is likely to have an emotional effect on you. It's great that you are supporting your friend, but remember to look after yourself too. You may want to talk to someone else about your feelings or seek pastoral support.

# For friends: practical advice

- Believe them
- Don't blame them, and assure them that the assault was not their fault
- Validate their feelings
- Be there for them and offer comfort
- Allow them to cry if they need to. It's okay to just be silent and provide a reassuring presence, if that's what they want
- Be patient
- Let your friend lead the conversation, but remind them that you are open to listening to everything that they say. You might also remind them that although you will do your best to support them, you are not a trained professional and it may be useful for them to access counselling or other support
- Avoid asking direct questions about what happened to them; respect their privacy and don't ask for specific details. Let your friend determine the course of your discussion. It is important that they feel as in control as possible, since control was taken from them when they were assaulted
- Assure them that it is normal if their memory is fragmented or blurred, and that you will support them as they come to terms with those memories
- Ask them what you can do to help and be as reassuring as possible, but avoid phrases like "everything will be okay" or "you'll feel better soon", as your friend may feel that you are downplaying their experience
- Encourage your friend to seek medical attention if their assault was recent
- Direct your friend towards support services and relevant resources, if you are able to
- Encourage your friend to stay around people who affirm them
- Do not try to force your friend into reporting their experiences, even if you believe this should be their first response. If they are not comfortable with this, or worry about the stress entailed in the process, especially initially, it is their decision. You might instead encourage them to see the SAHA; that way, they will be talked through the reporting process in detail and will have all of the relevant information from a professional who is better acquainted with the system
- Try to use gender neutral pronouns in conversations about the perpetrator, and do not try to establish the gender of the attacker if the victim does not want you to be party to this information. Your friend may not be 'out', or may be concealing their sexuality, and may be worried about revealing the gender of their attacker to the people around them, making it harder to have conversations and receive support. Be open and accepting and do not make assumptions. Make clear that homophobia or transphobia will not figure in your response to whatever they tell you

# Mythbusting: 'false rape allegations'

Often the term 'false allegations' is used as a way of expressing doubt at the validity of victims' claims and as a way of discouraging victims from reporting their experiences for fear of being accused of lying. The term also tends to be used in a misogynistic context, generally referring to a belief that women are more inclined to lie about being sexually harassed and assaulted, for 'attention' or to get 'revenge'.

While false allegations are a genuine problem, they constitute just 2% of overall reported rape claims. Even this statistic gives a flawed impression of the scale. Firstly, 'false' allegations of rape may mean that a perpetrator is identified incorrectly, not that the crime did not take place. Secondly, when concerns related to rape and sexual assault are reported by a third party incorrectly, the claim is often registered as 'false' even when no relevant agent acted dishonestly. Most damningly, when sufficient corroborating evidence is not located in rape cases, police records may class them under the title of 'no crime', which is then factored into calculations of 'false' allegations. The police force often utilise this 'no crime' category to downplay crime rates in order to meet government targets, further inflating such statistics.

You should also be aware that, while the media often revere white men falsely accused of sexual violence, men from ethnic minority backgrounds are and have always been disproportionate victims of false rape allegations. This has long been a tactic to entrench white male supremacy by falsely portraying Black men in particular (though also men from other ethnic minority backgrounds), already more vulnerable to police brutality, of being violent and lascivious. If you want to be an ally to men falsely accused of rape, the best way to do so is to fight against the racial inequalities endemic in our society.

Furthermore, while you may think that referencing 'false allegations' is relatively inoffensive, it appears insensitive when only 15% of those who experience sexual violence report their experiences to the police, and only 2% of police reports of rape lead to a conviction. Even when high-profile individuals are accused of sexual violence, they very rarely feel any serious consequences in terms of loss of income and platform (aside from a handful of token examples). When you insist on bringing up 'false allegations' where those around you may have been sexually assaulted, you should be aware that you are playing into narratives which discourage others from talking about their experiences for fear of being labelled 'attention-seeking', 'unreliable' or 'a liar'.

# What not to say



**“Maybe you gave them the wrong impression. How were they supposed to know you would be uncomfortable?”**

Sexual violence is never the victim’s fault, and always the perpetrator’s. Sexual partners should be able to tell if someone is uncomfortable. If they cannot tell based on body language or other cues, then they should ask. As the campaigning group Galop say, ‘If it’s not a hell yes, it’s a conversation’. If you are uncomfortable and your partner does not pick up on this, it is intentional, and not your fault.

This statement can often stem from a misunderstanding of what exactly sexual misconduct is. Sexual misconduct is not caused by miscommunication in a sexual scenario; it is an active and intentional act of violence. Just as you would not blame a victim of knife crime for giving the impression that they wanted to be stabbed, you cannot blame victims of sexual misconduct for giving the ‘wrong’ impression.

**“What were you wearing/were you drunk/were you walking alone at night?”**

Statements like this make it sound like the victim is to blame, which is untrue. The victim could have been walking down a main road naked at midnight; the crime would still be the perpetrator’s fault.



**“But they were drunk”**

Lots of people get drunk and manage not to assault others. Alcohol/drugs do not excuse inappropriate behaviour. Moreover, people do not completely change their personalities because of drinking; if someone is capable of assault when drunk, they are likely to be capable of it when sober, as it stems not from a ‘lack of control’, but more from an abuse of existing power imbalances.

**“But they're so nice/friendly”**

Saying this may make a victim feel like you do not believe them, or you do not care about their experiences. Just because a person has been nice to you, does not mean that the victim's perspective is untrue or invalid.

**“Are you sure you're not mistaken?”**

Victims are the only authorities on what has happened to them. It is not your place to question whether or not the victim is right about what occurred, and it is certainly not your place to gaslight them. Remarks such as this make it even more difficult for victims to come forward with their experiences for fear of being doubted.

## **“It could have been worse”**

It is not your place to judge the severity of a situation which you did not experience. Even if you did experience a similar situation, everyone responds to things differently. Something which may sound minor to you can be devastating to someone else, especially if that person has prior experience of sexual assault. You should particularly avoid saying this to imply that if a victim did not experience severe physical harm or injury from the experience it should not be taken seriously. Sexual assault is an assertion of power, violence, aggression and oppression - the psychological repercussions of experiencing that can be huge. Implying that you do not recognise this is a way of erasing the natural feelings of violation, anguish and pain which arise from experiencing sexual assault.

## **“You’ll ruin their future”**

It is not the victim’s fault that the perpetrator committed a crime and they are paying the penalty for it. Moreover, the perpetrator may well have impacted the victim’s future without caring; the victim has no obligation to care about the perpetrator’s. While it is human to have empathy, this should not get in the way of accountability. Dwelling on the effect that a victim’s report may have on the perpetrator displays a deliberate misinterpretation of the context of sexual assault. Such a small proportion of rape cases lead to convictions (bearing in mind that the vast majority of survivors do not even report to the police) that it is, sadly, extremely unlikely that the perpetrator’s future will even be impacted. We should be fighting for transparency and for holding perpetrators to account for their actions, rather than implying that victims are responsible for protecting their perpetrators.

**“Why didn’t you report earlier?”**

Often it can take a long time to come to terms with what happened to you and find the strength to report it. In the university context specifically, a victim may want to graduate before they report, so that they feel safe and distant from the perpetrator.

**“Men get assaulted too!”**

This is very true; however, if the only reason you are bringing it up is to divert the conversation from the very real gendered aspects to sexual abuse, it is very unhelpful.

**STOP**

# Bystander intervention

While sexual harassment is only ever the fault of harasser(s), everybody has a responsibility to look out for the people around them. Being an engaged bystander, rather than a passive one, is important not only in responding to possible instances of harassment but, crucially, in preventing them from happening in the first place. By intervening in situations that don't seem right to us, we give a strong signal that a perpetrator's behaviour is not acceptable. Constantly reinforcing these messages in our communities is key to shifting and consolidating the boundaries of what is acceptable and what is not, and to creating a safer environment for everyone.

The behaviours that constitute sexual harassment can take many guises. Many of them are not illegal and can seem fairly innocuous, such as sexist jokes, inappropriate comments or catcalling — but these are sexual harassment nonetheless, and can be as threatening or harmful to the victim as any other kind of sexual harassment. Accordingly, an intervention can be anything from a disapproving look, interrupting or distracting someone, not laughing at a sexist joke, or talking to a friend about their behaviour in a non-confrontational way, to caring for a friend who's experienced problematic or harassing behaviour. In other cases, you may need to call on friends, staff or the police to help, depending on the situation.

## **Before you step into a situation on your own, consider the ABC approach:**

Assess for safety — you should never put yourself at risk; only intervene if safe to do so.

Be in a group — call on others to help. It is safer and more effective to act as a group, and this reinforces the idea that the behaviour you are preventing is not acceptable in your community.

Care for the victim — talk to the person you think might need help. Ask them if they are okay.

# Bystander intervention

## When intervening in a situation, think of the four Ds:

**Direct action** — calling out negative behaviour, ideally in a group. Remain calm and non-confrontational so that the situation does not escalate.

**Distract** — arguably more effective than direct confrontation with the harasser, this means inserting yourself into the situation to allow the victim a way out. You could interrupt the harasser and ask them for directions, or pretend to know the victim and start a conversation with them (perhaps pretending that they need to take a call).

**Delegate** — if you don't feel safe to speak out yourself, ask someone else to step in.

**Delay** — if the situation is too dangerous to do anything (for example if there is a threat of violence, or you are outnumbered), walk away, wait for the situation to pass and ask the victim later if they are okay. If necessary, inform the relevant authorities and stay at a safe distance until you are able to support the victim. This is because you should never put yourself in danger as a bystander, and the support you can offer the victim after the situation has passed is just as valuable.

Bystander intervention is a very complex topic and we would encourage you to research it further. While we would always encourage intervening where something inappropriate or thoughtless has been said or done in spaces you judge to be safe (for instance, amongst trusted friends or family members), always remember that intervention can be unsafe and can make you into a target.

# Campaigning

# Get involved in consent campaigning

There are many ways to get involved in consent campaigning at university, and work to combat the cultures and structures that enable and perpetuate sexual assault and harassment.

You may be interested in getting involved with Loud and Clear (see links on p. 4, or email us at [loudandclearcampaign@outlook.com](mailto:loudandclearcampaign@outlook.com)). We are based in Clare College, but are keen to help similar work get going in other colleges, and can provide support and resources if you would like to set up a sister group.

Specific colleges have their own consent initiatives, such as Homerton for Consent, or Consent Johns; it is worth looking into this in your own college.

You may also be interested in joining the Cambridge Consent Collective, an organising group which brings together students from across the university to campaign on issues relating to consent. The Collective is linked to the Cambridge SU Women's Campaign, who publicise its activities: see [here](#).

You may also want to check out some of the following organisations which work to tackle sexual assault and harassment.

[The 1752 Group](#) - a research and lobby organisation dedicated to ending staff sexual misconduct in higher education.

[The Consent Collective](#) - an activist group set up to help communities talk about sexual harassment, sexual violence and domestic abuse.

[The Good Night Out Campaign](#) - helps nightlife spaces and organisations better understand, respond to and prevent sexual assault and harassment.



# Principles of campaigning

- Protection of survivors should range to all survivors, regardless of gender, religion, political allegiance (or no political allegiance), age, socioeconomic status, ethnicity, sexuality, etc.
- All survivors require support. However, survivors with characteristics which are not legally protected, for instance asexuals, sex workers, polyamorous people etc. may require more informal support from campaign groups and supportive individuals due to the disproportionate likelihood that they will not be acknowledged by legal, formal and official support processes. They are also less likely to have access to support from people who are trained in not re-traumatising them or erasing their experiences.
- Put survivors and survivors' experiences at the heart of everything you do, and remain cognisant of the massive diversity of survivors within this. Your activism should not be selective and should accommodate survivors from any key minority group.
- Don't place the burden on survivors to take on the bulk of campaign work. If survivors take on work but find themselves unwilling to complete it, there should be easy mechanisms for them to pass on that work, without having to disclose that they are survivors.





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