



Student Support Quick Guide: A student reports discrimination, victimisation or harassment

What should you look out for?

The University is committed to equality, inclusion and promoting a positive campus culture, however it is possible that a student may feel they have been harassed or discriminated against. We have a Zero Tolerance approach and the University takes allegations of discrimination, victimisation or harassment very seriously. Such behaviour can have a serious negative impact on the individual and the University, as well as being morally and legally wrong.

Discriminatory behaviour can be based on a number of characteristics and the University treats all cases of potential discrimination, victimisation or harassment equally seriously. Our commitments are clearly outlined across our policy framework including the [Student Charter and Professional Standards](#) and in the [Edinburgh Napier University and Edinburgh Napier Student Association \(ENSA\) Joint Strategy on Preventing and Tackling Gender-Based Violence, Racial Discrimination, Harassment and Hate Incidents 2022-2024](#), and our [Safeguarding Policy and Support Framework](#).

People who are discriminated against or are the victims of harassment, particularly sexual harassment, often feel worried about coming forward. Look out for signs of withdrawal or distress, fall-off in academic performance or lecture attendance, lack of interaction with the group as a whole or particular individuals and avoidance of certain situations. These may be signs that a student may need some additional support.

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What should you do?

Signpost the student to university support services, such as the [Counselling and Wellbeing Service](#) and the [Safeguarding Team](#). If the student consents, you can make a direct referral to these teams on behalf of the student.

If the student would like to talk to someone about their experience and discuss their options, encourage the student to report their experiences through the university [Report + Support Online Reporting Portal](#). They can if they prefer report anonymously (however this will mean that no one will be able to speak to or offer support to the student) or to a Support and Liaison Adviser. You can also make a report on their behalf, with their consent.

What happens next?

As well as ensuring that the student is offered any support they might require, a Support and Liaison Adviser will be able to signpost the student to any relevant complaints procedure or to ENSA Advice as appropriate.

The University is committed to tackling incidents of harassment on our campuses so will record anonymised information about the incident(s) to help us develop our understanding of any trends relating to harassment or discrimination.

If you, as a member of staff, would like advice on any aspect of good practice in relation to equality and diversity issues as they relate to students, contact the Student Safeguarding and Equality Manager at safeguarding@napier.ac.uk.

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For further information or to provide feedback about this Quick Guide, please [contact dlte@napier.ac.uk](mailto:contact_dlte@napier.ac.uk)



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