

Bullying & Harassment, Hate Incidents, Sexual Misconduct and Domestic Abuse

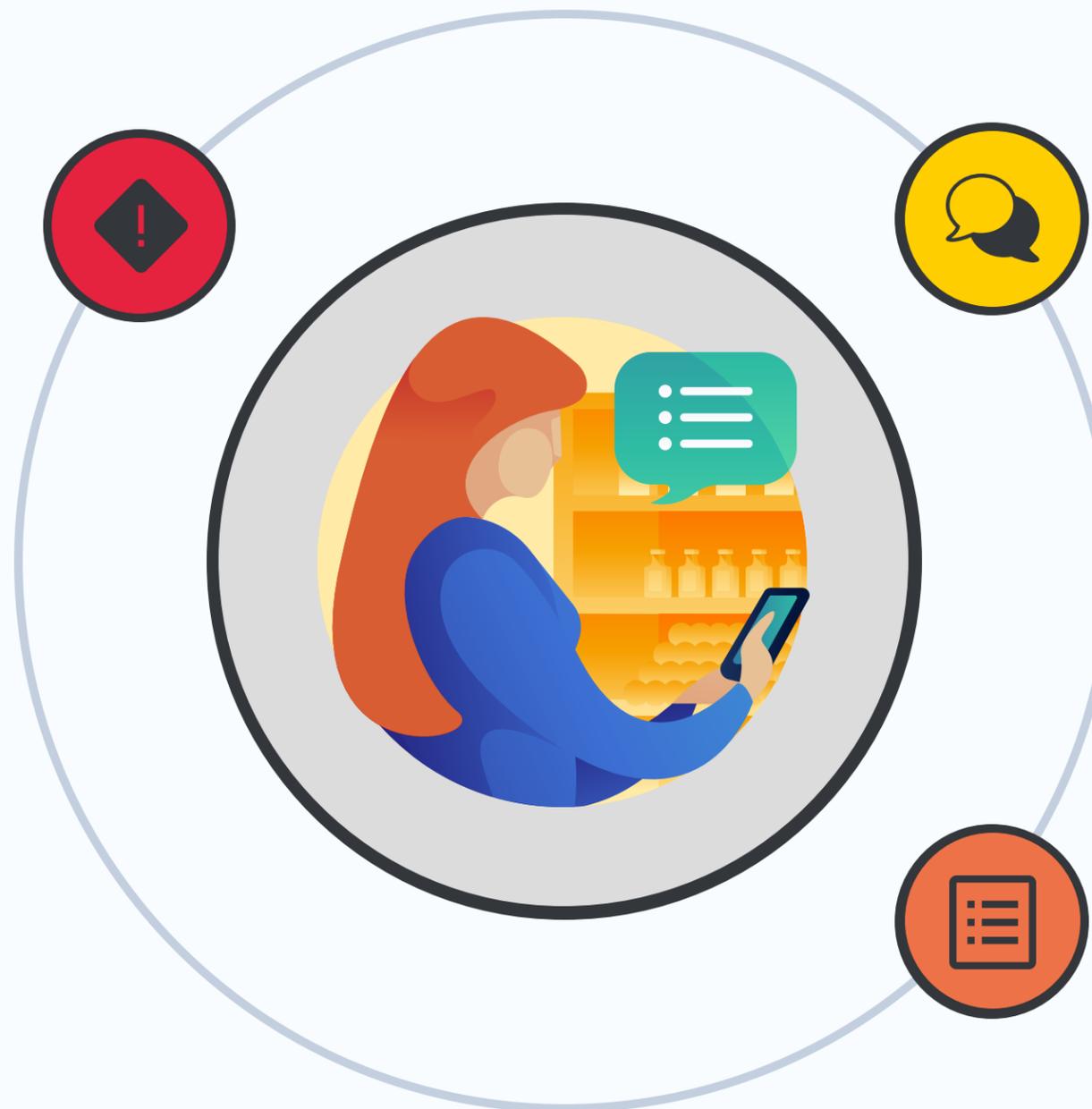
We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues.

The university wishes to be a supportive environment for colleagues when they are experiencing negative mental health and wellbeing and there are a number of ways colleagues can seek and receive support.

A number of common health and wellbeing scenarios have been presented which aim to provide colleagues with a pathway to seeking and receiving support.

Report and Support

The university takes reports of bullying and harassment, hate incidents, sexual misconduct and domestic abuse seriously. [Report & Support](#) allows anyone who has experienced sexual violence, harassment, or misconduct of any kind to report or disclose incidents to the University. If you've been subjected to any form of misconduct, you can tell us anonymously through Report and Support and you will receive the appropriate support. [Click here](#) for more information or email reportandsupport@napier.ac.uk.



Internal Support

If you are able, you can discuss the incident with your Line Manager who can ensure you receive the most appropriate support. The university aims to build a community where all of our colleagues are empowered to fulfil their full potential and find their own unique place in the world. Click on this [Inclusion page](#) to learn more about the Staff Networks, Chaplaincy, Equality, Diversity and Inclusion Training on offer and the work we do to adhere to Public Sector Duty.

Dignity at Work Policy

Our [Dignity at Work Policy](#) is the framework within which we promote equality of opportunity in all that we do and will not tolerate bullying, harassment and discrimination of any kind. We will also not tolerate victimisation of a person for reporting such behaviour in good faith or supporting someone to make such a complaint. Staff are encouraged to read the policy to understand what is unacceptable behaviours and the process for reporting incidents.

[Intranet Health & Wellbeing Home Page](#)