



THE LONDON SCHOOL  
OF ECONOMICS AND  
POLITICAL SCIENCE ■

# LSE guide to reporting and accessing support



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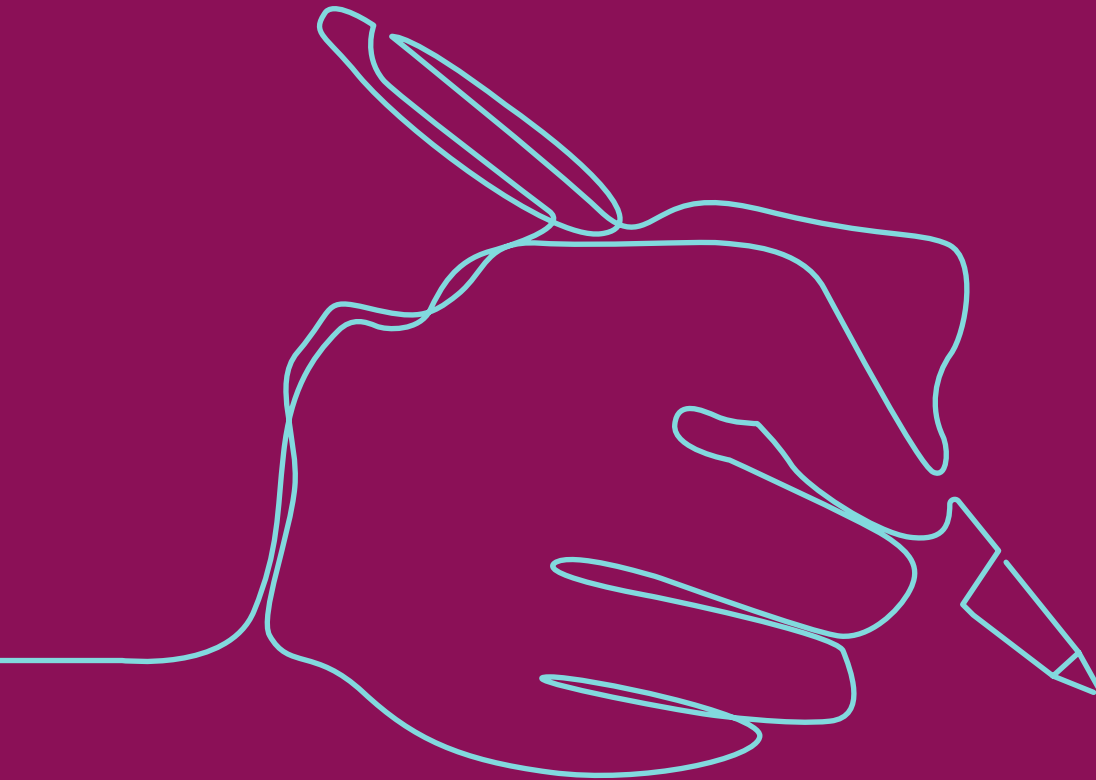
## 48. The harassment, discrimination and bullying policy



# Reporting pathways

We encourage anyone who has experienced harassment, discrimination or bullying to let the School know so that we can provide support, understand the extent of these behaviours and put in place measures to address them.

To support this, we provide a range of different ways that you can report an incident and seek support. However you report, if you give your contact details we will discuss with you what you want to happen about your report. We know that not everyone wants to make a formal report.







# Online reporting



# Report it. Stop it.

- **Report It. Stop It.** is the School's online reporting system for bullying, harassment and discrimination.
- You can access this online form at any time to make a report which can be done anonymously or you can provide your full details.
- The introduction to the form provides further information on where to go if you prefer to report in person or if you are in an emergency situation or require urgent support.
- The form will ask for a description of what you are reporting, when and where it happened and what response or action you are seeking.
- If you'd just like to look at the form and test it out you can do so before completing the form.
- Student and alumni reports are directed to the Deputy Head of Student Services (Advice and Policy), Dr. Pete Evanson, who will contact the reporting party by email within three working days where contact details are provided. Dr Evanson will confirm the details of the report, share the support that is available and offer a meeting (either with him or a female colleague) to agree with the student what actions will be taken.
- All reports are treated confidentially and are only shared on a need to know basis.

[You can access the form here](#)

## Frequently asked questions on the Report It. Stop It. tool

### 1. Will the information I share be kept confidential?

The information provided in this form will be kept confidential and stored securely.

More information on how your information will be used can be found in the form.

### 2. What information (and how much) would I be asked to share?

The online reporting form will ask you to share some information about the experience(s) you're reporting.

This includes asking you:

- to give a brief description of what happened – this can be as much or as little as you want and feel able to share
- whether you are a staff member or a student
- if you think the violent or harassing behaviour was directed at you due to your sex, ethnicity, sexual orientation, gender identity, disability, religion, age or class
- if there is a particular response or action that you would like to be taken
- if you're reporting on your own behalf, we'll ask for some monitoring information, which helps us to identify and address any reporting patterns.

### **3. Who will see the information I share?**

Student reports are passed on to the Student Services Advice team. Staff reports are communicated to the Human Resources Partners.

### **4. Will the person(s) I am reporting be told?**

Your identity and your other personal data will be disclosed within LSE on a need-to-know basis only and will not be disclosed to any third parties without your consent unless there are legitimate reasons requiring us to do so – for example, where the information you have provided highlights a potential risk to an individual or relates to a possible criminal offence. In these circumstances, we may disclose the information to the police and/or other members of staff within LSE.

### **5. What if I don't have the name of the person(s) I'm reporting?**

Just provide as much information as you can – this could include a description of how you know the person(s), e.g. as a member of your class group, or someone you regularly see in the same place on campus/in halls.

### **6. How will the information I share be used?**

Student Services or Human Resources will review your report, including the section that states what action you would like to be taken. In particular, we may use the information that you have provided to help us:

- Identify the best adviser for you to speak to in relation to your experience
- Provide the advisers with your contact details (if you have provided them) and some useful background information that will enable them to understand the nature of your experience
- Investigate your report and take further action (where applicable and if required), e.g. to carry out disciplinary action and/or assist the police with any criminal action if your report relates to a potential crime
- Identify any patterns and trends in the experiences reported across the institution. This is part of LSE's commitment to responding to sexual violence, bullying, harassment and hate crime effectively and to strengthen our commitment to equity, diversity and inclusion. No names or other identifying information will be included in the data that we use for these reporting purposes.

### 7. What if I'm not sure if what happened to me or what I saw is serious enough to report?

This is a common and natural response to experiences of bullying, harassment, hate crime and sexual violence. If someone else's behaviour has left you feeling uncomfortable, confused, threatened, scared or violated then it is likely that what they did wasn't okay.

If you feel in any way that your experience was a form of sexual violence or harassment we would invite you to make a report so that we can respond appropriately.

### 8. When can I expect to receive a reply to my report?

If you have provided your name and contact details, then we will respond initially within three working days. We will take into account anything you have written about your preferred outcome or action, and an adviser will contact you to discuss this. If you are in an emergency and need an urgent response or support, then please check the list of emergency support contacts under item 9) "I need some urgent support – who can I contact?" to the right.

### 9. I need some urgent support – who can I contact?

If you are in immediate danger, or are in an emergency and need an urgent response and support, please contact one of the support services below:

- [The Havens](#) provide specialist health and medical support in London for people who have been raped or sexually assaulted.
- Details of other emergency medical services are available online at the [London Ambulance Service website](#)
- [The Metropolitan Police](#)
- [LSE Security](#)

### 10. Does reporting to LSE mean I don't need to report to the police?

Any experience of sexual violence, harassment or hate crime can be reported to the police. If the person who behaved abusively to you is another LSE student or staff member, you can also choose to report this to LSE through the online form and steps described above.

Reporting to the police and to LSE are entirely separate processes with different procedures and possible responses and outcomes. LSE staff and external organisations can support you in considering whether or not you want to report to the police and/or LSE.

If you are considering whether you want to report some form of sexual violence, including rape or childhood sexual abuse, you can contact an [external Independent Sexual Violence Advocate first](#), for emotional and practical support.



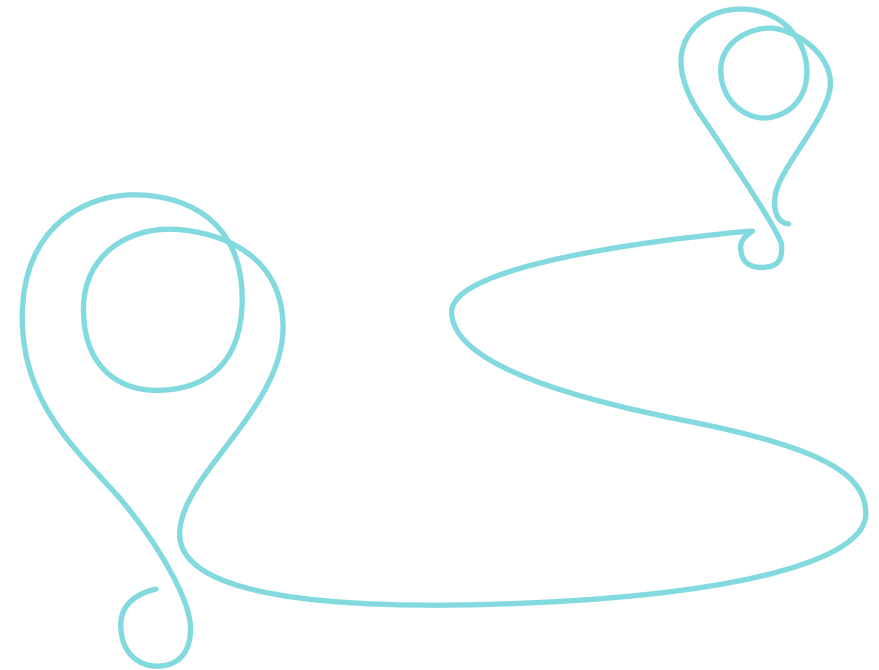
# In person reporting



# Safe contacts

Safe Contacts offer confidential sign posting. They will be able to listen, refer to other services and help people decide if they would like to report their experience to LSE. They can also support with practical things such as attending meetings and providing supporting letters for extensions.

- [Safe Contacts](#)



## How to contact a Safe Contact:

**By directly emailing them:** On the safe contact webpage each Safe Contact has written about themselves and any additional training they have had. Included in this section is their contact information. You can email them directly or call them if their number is included. Our Safe Contacts aim to get back to you within one or two days.

**By emailing EDI:** You can email EDI requesting to be connected to a Safe Contact. Before they connect you, they will check if you have any preferences about the person you speak to. Once that is confirmed they will introduce you to a Safe Contact by sending an email introducing you both.

You can find a list of Safe contacts further down in this document under [Internal Support Services](#) or [here](#).

## Deputy Head of Student Services (Advice and Policy), Dr Pete Evanson

Dr Pete Evanson is a Safe Contact and is experienced at supporting students through what can be a difficult initial period after they have just reported an incident and may be unsure about the next steps. During the initial meeting Pete will set out and explain the various options open to the student for pursuing their report/complaint.

In the case of less serious or urgent matters this might be by taking an informal route to resolving the matter which Pete will take forward; whereas in more serious cases this might mean initiating a formal disciplinary investigation against the student that has been reported.

As any case progresses, Pete can provide a link between support services (e.g. SWS LSE LIFE etc.) and the student's Department, as well as advising and guiding on School procedures (e.g. deferral, interruption etc.). Students can contact Pete at [p.evanson@lse.ac.uk](mailto:p.evanson@lse.ac.uk)

## Harassment and Sexual Misconduct Policy Adviser – Heather Williams

The Harassment and Sexual Misconduct Policy Adviser can also provide a safe confidential space to speak about what you have been through. They can support you through the reporting process and support you with accessing support services both internally at LSE and externally. They can also support and inform you about reporting to the police.

You can contact them at [h.williams7@lse.ac.uk](mailto:h.williams7@lse.ac.uk)

## The Legal Team, The Secretary's Division

Kevin Haynes, Lima Hussain and Mariachiara Valsecchi of the Legal Team ("the Team") within the Secretary's Division are responsible for advising on a wide variety of legal matters across the School. Part of their role lies in investigating Student Complaints and Student Disciplinary matters at the formal stage of the Student Complaints Procedure and the Disciplinary Procedure for Students ("the Procedure"). In terms of disciplinary matters, the formal stage focuses on investigating major misconduct as set out in Appendix C of the Procedure. This would include, but is not limited to, Physical misconduct/violence/anti-social behaviour, sexual misconduct, harassment/bullying/hate speech/incidents, damage to property and causing a Health and Safety concern.

The team is able to receive direct reports from students who wish to initiate the formal stage of the Procedure and inform them of an allegation of major misconduct. The team would meet with a reporting party, and a reported party(ies) (if applicable), collate evidence from the party (ies), consider all the relevant School conditions, policies and procedures that may apply and fully investigate the allegation in a fair, independent and impartial manner before writing a report and making a recommendation(s) to the School Secretary, Louise Nadal. The School Secretary would consider the report and supporting evidence before making a decision on outcome and issuing a penalty(ies) where the allegation is upheld.

They also receive reports of misconduct from a wide range of other sources across the School including but not limited to The Report It Stop It tool, safe contacts, Residences, other departments and divisions across the School.

Members of the Team can also attend the Harassment Management Group when triggered to help complete a risk assessment form and advise on reasonable and proportionate temporary precautionary measures that may be imposed on a student in cases of major misconduct and whilst a disciplinary matter is pending. They can also act as clerks to Board of Discipline Hearings where they are not conflicted.

Students can contact the Legal team by sending an email to one or more of the following email addresses:

Kevin Haynes: [k.j.haynes@lse.ac.uk](mailto:k.j.haynes@lse.ac.uk)

Lima Hussain: [n.hussain11@lse.ac.uk](mailto:n.hussain11@lse.ac.uk)

Mariachiara Valsecchi: [m.valsecchi1@lse.ac.uk](mailto:m.valsecchi1@lse.ac.uk)

## Residential Life

The Residential Life team at LSE is made up of Wardens, Subwardens, Res Life staff, Hall Committee members and part-time student engagement staff.

There are 10 halls of residences which have live-in Wardens (full time LSE staff) and Subwardens (Postgraduate students) to support students in their hall of residence, mainly out of hours and weekends. Subwardens act as first point of contact for students in halls and will signpost students to other support services or escalate incidents or reports to their Warden or the Head of Residential Life, James Greenwood.

You are able to disclose/report incidents that occur within LSE Accommodation to Wardens and sub-wardens. A Warden or their nominee can investigate alleged misconduct under the LSE

Student Accommodation Disciplinary Code or also refer the matter to the Legal Team to investigate formally where it involves major misconduct.

You can reach out to the Warden and Subwarden teams by emailing: [wardens@lse.ac.uk](mailto:wardens@lse.ac.uk)

You can also find contact information [here](#).

## Human Resources Division

The Human Resources (HR) team supports staff (including students who are also employed as a member of staff) throughout the employee lifecycle, providing advice on areas such as recruitment, visas, training/career development, reward/promotion and pensions.

They also develop, and advise on, policies to support staff throughout their time at LSE and each area of the School has its own dedicated HR Partner (click on the web link below to access the contact list for the HR Division), who can be contacted for queries about specific HR-related issues.

HR partners are responsible for advising on the investigation process and potential outcome when a student makes a complaint against a member of staff. They also follow up on any reports of harassment, discrimination and/or bullying made by staff – either through “Report It, Stop It”, or other channels. They will advise managers on the appropriate process to follow in investigating a complaint and potential routes for resolution where appropriate, including mediation.

If you wish to speak with your HR Partner, or another member of the Division, you can find their contact details [here](#).



## EDI Team

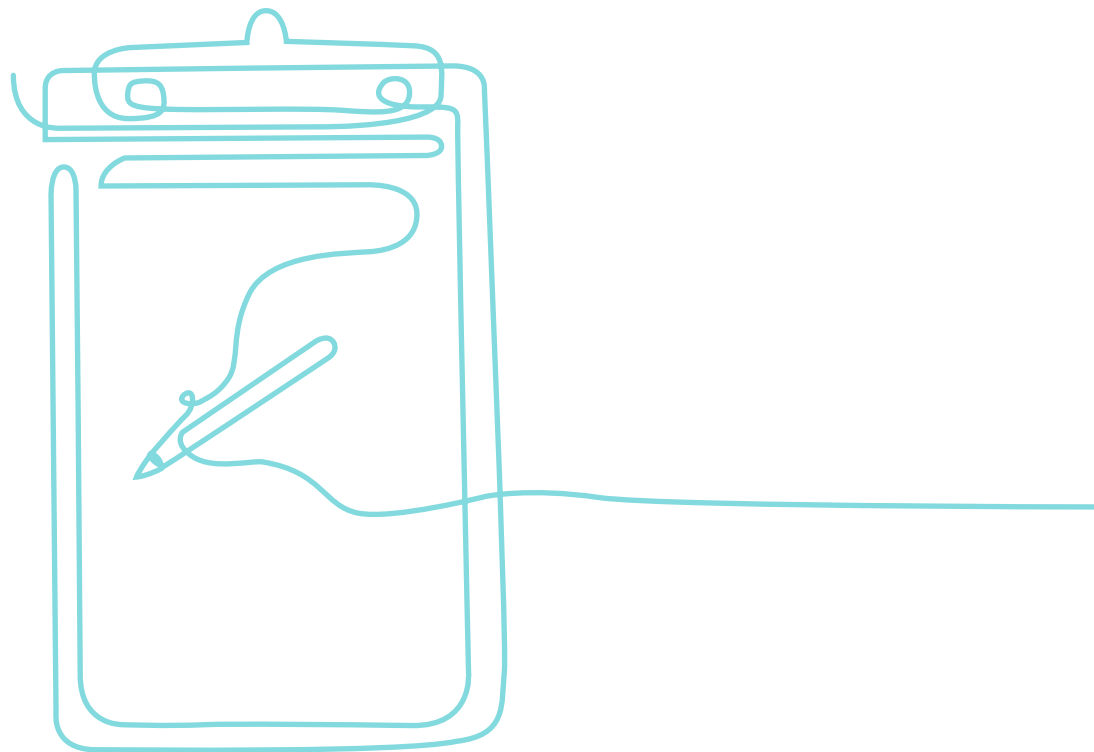
You can speak with the [EDI Team](#) if you have any concerns after being subjected to bullying, discrimination, harassment or sexual violence. They can support you with accessing support internally or externally and provide you with information on the reporting process.

You can reach out to the EDI team via their email [EDI@lse.ac.uk](mailto:EDI@lse.ac.uk)

## Harassment Management Group ("the Group")

The purpose of this Group is to consider high risk major misconduct cases via a risk assessment and consider what reasonable temporary precautionary measures may need to be imposed on a student whilst a disciplinary investigation is pending. A decision is then issued to the student who will have a right of appeal against that decision should they wish to exercise it. This process is separate from the Disciplinary investigation and often triggers an investigation by the legal team. Any member of staff can trigger this Group. What may be considered as high risk is where there may be a continued risk to a reporting party, to themselves, to a member of staff and any other member of the LSE Community.

The Group is chaired by the Deputy Chief Operating Officer and includes key individuals across the School who attend on a need to know basis. Depending on the case, this may include the Deputy Head of Student Services (Advice and Policy), the Deputy Head of Student Services (Wellbeing), a member of the Legal team, a member of Human Resources, the Head of Residential Life, the Adviser to Women students, the Head of Security.

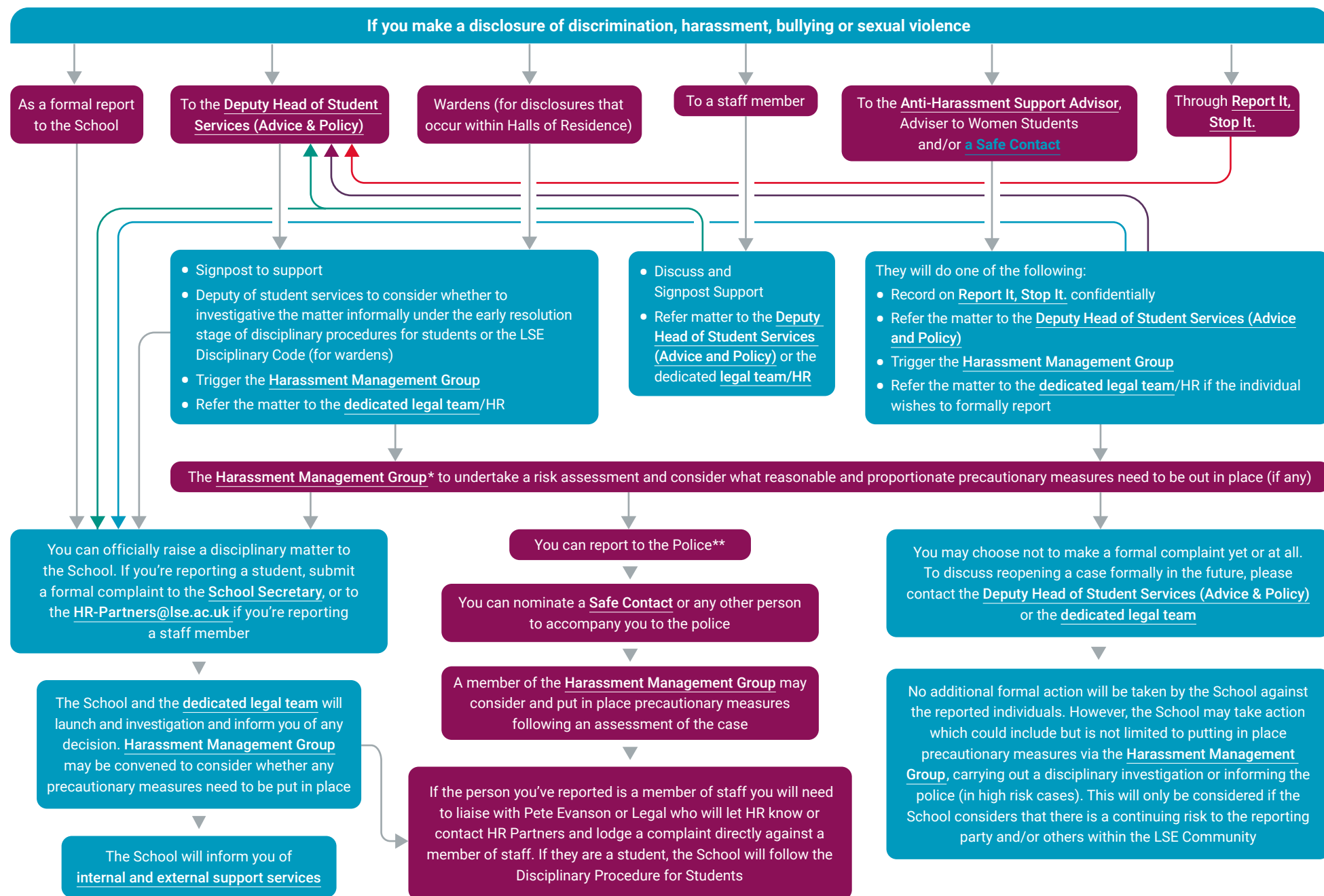




# What happens when you make a disclosure of discrimination, harassment, bullying, or sexual violence?

This flow chart shows you the options available if you are subject to discrimination, harassment, bullying or sexual violence.

You can ask a [Safe Contact](#), a [Student's Union Advisor](#) or someone from the [Student Wellbeing Service](#) to go through the flowchart with you.



For more information and a list of further support and resources, please see Appendix 2 of the [Discrimination, Harassment and Bullying Policy](#)

\* How you wish to proceed at each step is up to you.

\*\* If a matter is referred to the police to investigate, then the School would usually suspend any formal investigation of the misconduct that has been brought to its attention but it reserves the right to investigate a matter in parallel. In any case, the Harassment Management Group would meet to consider and put in place reasonable and proportionate precautionary measures whilst any police investigation/formal School investigation is pending. In exceptional circumstances, the School may choose to notify the Police where the School considers that there may be a continued risk of harm to the individual reporting or the wider LSE Community.



# Internal support services



# 1. General support

## Faith Centre

The Faith Centre Team provides support to students and staff that have concern about discrimination on religious grounds. The Faith Centre provides a safe quiet space to speak confidentially. Email [faithcentre@lse.ac.uk](mailto:faithcentre@lse.ac.uk)

Jim Walters is LSE chaplain and is available to speak confidentially to any student or member of staff regardless of religious affiliation. Email Jim at [j.walters2@lse.ac.uk](mailto:j.walters2@lse.ac.uk)

## Safe Contacts

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They can also support with practical things such as attending meetings and providing supporting letters for extensions.

## How to contact a Safe Contact:

- **By directly emailing them:** On the [Safe Contact webpage](#) each Safe Contact has written about themselves and any additional training they have had. Included in this section is their contact information. You can email them directly or call them if their number is included.
- Our Safe Contacts aim to get back to you within one or two days. [info.lse.ac.uk/report-it/Safe-Contacts](https://info.lse.ac.uk/report-it/Safe-Contacts)
- **By emailing EDI:** You can email EDI ([EDI@lse.ac.uk](mailto:EDI@lse.ac.uk)) requesting to be connected to a Safe Contact. Before they connect you, they will check in if you have any preferences about the person you speak to. Once that is confirmed they will introduce you to a Safe Contact by sending an email introducing you both.

The following pages cover which Safe Contact each person is in the third column below highlighted in teal or purple.

Please check carefully which type of Safe Contact they are before reaching out to ensure you receive the right support.

# Bullying, discrimination and harassment Safe Contacts



**Astrid Soiza**

[a.soiza@lse.ac.uk](mailto:a.soiza@lse.ac.uk)

Exams and Course  
Selection Manager  
Student Services Centre

My name is Astrid and I have been at LSE since 2010. I have had a number of roles in the Academic Registrar's Division, and am currently the Exams and Course Selection Manager. I have a very keen interest in student and staff wellbeing, so took on the role of a Safe Contact in summer 2019.

- **Safe Contacts trained to support with Bullying, discrimination and harassment**



**Damian Roberts**

[d.p.roberts@lse.ac.uk](mailto:d.p.roberts@lse.ac.uk)

**020 7955 7345**

Department Manager  
Department of Social Policy

Having worked at LSE for many years, I know how busy, complex and stressful place it can be. In this environment, I hope that I and the other safe contacts can offer easily accessible support and guidance in a safe, non-judgmental space to whoever needs it.

As dad to three boys, in my "spare" time I find myself standing on the football pitch touchline in the driving rain, being briefed on the intricacies of the latest Lego creation and fending off attacks from ninjas!

- **Safe Contacts trained to support with Bullying, discrimination and harassment**



**Dr Anouska Nithyanandan**

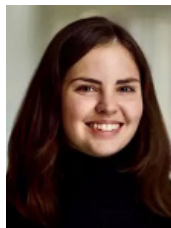
[a.nithyanandan@lse.ac.uk](mailto:a.nithyanandan@lse.ac.uk)

Research Development Manager  
Research and Innovation

I have worked in higher education for many years, as an academic and also across research development. I am passionate about supporting the environment in which we work, learn and do research. I have been a committee member of the EmbRace staff network since 2017, and have volunteered as a bullying and harassment Safe Contact since 2020.

In my spare time I like going to the cinema and long walks around South London parks.

- **Safe Contacts trained to support with Bullying, discrimination and harassment.**



**Sophie Scharlin-Petree**  
[s.i.scharlin-petree@lse.ac.uk](mailto:s.i.scharlin-petree@lse.ac.uk)

Research and Policy Project  
 Manager at the Grantham  
 Research Institute

*Preferred gender pronoun – She/Her*

Hi, I'm Sophie! I became a Safe Contact because I care deeply about supportive work environments where everyone feels safe, included, and heard. As a Listening Service lineworker for Oxford Rape Crisis, and a part-time locum worker at a mental health crisis centre, I am trained in responding to crises and empowering individuals to prevent crises through non-judgmental, non-directive listening. I know how frightening it can be to bring what's on your mind to us here at the Safe Contacts Network, and I hope I can offer you a safe place to land if you do decide to take that leap of faith.

In my spare time, I love to cook, eat (living my life meal-to-meal), practice yoga, run long distances very slowly, and become friends with all the cats in my neighbourhood.

Thanks very much! Looking forward to speaking.

- **Safe Contacts trained to support with Bullying, discrimination and harassment**



**Dimitris Thomopoulos**  
[d.thomopoulos@lse.ac.uk](mailto:d.thomopoulos@lse.ac.uk)

EO to HoD and EDI  
 Officer Psychological and  
 Behavioural Science

*Preferred gender pronoun – He/Him*

I work at the Department of Psychological and Behavioural Science as an Executive Officer to the Head of Department and an EDI Officer, supporting students and staff and taking an intersectional approach to EDI.

I have been a member of the LSE community for the past 20 years on and off, either as a student or now, as a staff member. I have experienced LSE culture from both sides and that has given me a unique perspective in understanding the needs of both students and staff.

As an EDI Officer at PBS, a member of the LGBTQ+ community and a committee member of SPECTRUM, I understand the importance of a safe contact that is approachable and able to empathically listen and support students and staff during a distressing period of their lives. I strongly believe in equity and respect for all and want LSE to be a place where all of us can thrive and grow without fear of harassment, discrimination, bullying or any form of sexual violence.

I have also trained as a Mental Health first aider.

- **Safe Contacts trained to support with Bullying, discrimination and harassment.**

**Pete Evanson**[p.evanson@lse.ac.uk](mailto:p.evanson@lse.ac.uk)Deputy Head of Student Services  
(Advice and Policy)

Student Services Centre

In my role I often encounter students who are, or have, faced difficult or distressing circumstances and I try to be a good listener who can help to formulate a plan that joins up the academic and pastoral support available to students at LSE.

- **Safe Contacts trained to support with Bullying, discrimination and harassment**

**Sevilay Erdogan**[s.erdogan1@lse.ac.uk](mailto:s.erdogan1@lse.ac.uk)**020 7107 5603**

Receptionist

Residential and Catering Services

I have worked at LSE for a number of years and I am currently a receptionist in one of the halls of residence. I work with students on a daily basis, and I took on this role as I have a keen interest in the safety and wellbeing of all students and staff. In my spare time, I am currently studying for a degree from home and I enjoy reading and socialising with friends and family.

- **Safe Contacts trained to support with Bullying, discrimination and harassment**

**Mark Bryceland**[m.bryceland@lse.ac.uk](mailto:m.bryceland@lse.ac.uk)**020 7955 6300**

MSc Programmes Manager

Department of Government

In my current role I frequently help students who may experience difficulties on a range of issues related to their programme of study. I decided to become a safe contact in spring 2020 in order to signpost students and staff to appropriate sources of help at the School. In my spare time I go to the gym or for a run most lunchtimes. Outside of work I am a music enthusiast and budding script-writer.

- **Safe Contacts trained to support with Bullying, discrimination and harassment**

**Kelly Benson**[k.benson@lse.ac.uk](mailto:k.benson@lse.ac.uk)**0207 955 6291**

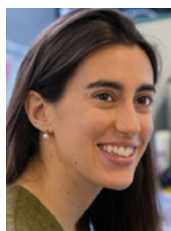
Faculty Affairs Manager

Management

I have worked in Higher Education Administration since 2001, this is my third institution and I have been at LSE since 2014. My current role is primarily academic recruitment and supporting key HR functions for the Department. I have a keen interest in student and staff wellbeing and took on the role of a Safe Contact in March 2020.

- **Safe Contacts trained to support with Bullying, discrimination and harassment**

# Sexual Violence and bullying, discrimination and harassment Safe Contacts



**Elisabet Vives**

[e.vives@lse.ac.uk](mailto:e.vives@lse.ac.uk)

Project Manager and Researcher  
LSE Consulting, Research and  
Innovation Division

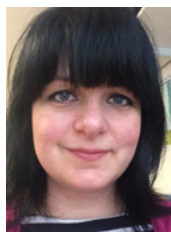
I've worked at LSE Consulting for three years, first as a Project Officer and Researcher and now as a Project Manager and Researcher. Previously, I did an MSc in Philosophy and Public Policy at the LSE. Being both an alumna and an employee, I feel very much part of LSE's international, vibrant community, and that made me want to be helpful to those around me.

The safe contact scheme strengthens the links between each other and enhances our sense of community by offering support to those who seek it. I have received training for sexual violence and harassment support and have been a Safe Contact since 2019. I am also a General Committee Member of Spectrum, the LGBTQ+ Staff Network, so I would be particularly happy to help anyone struggling in the LGBTQ+ community.

In my free time, I love to read, exercise (preferably outdoors) and spend time with my loved ones.

- **Trained in LGBTQ+ Domestic and Sexual Violence**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



**Jennie Stayner**[j.c.stayner@lse.ac.uk](mailto:j.c.stayner@lse.ac.uk)

Department Manager  
Department of Economic History

I've worked in Higher Education Administration since 2003 in 3 different institutions and have been at LSE since 2016. I have worked in academic departments for my entire career and my favourite part of my job is meeting and working with students. In my spare time I love watching films, being creative by knitting and sewing, spending time with my family and friends, and doing yoga.

I have received training for sexual violence and harassment support and have been a Safe Contact since 2018.

I am a committed and passionate ally for LGBTQ+, BAME and Disabled Colleagues and am trained as a Mental Health First-Aider

- **Trained in Safeguarding**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

**Jessica Rowan**[j.rowan1@lse.ac.uk](mailto:j.rowan1@lse.ac.uk)

PA and Research Projects  
Coordinator  
LSE Housing and Communities

Hi, I'm Jess. I became a Safe Contact because it was important to me that colleagues and students could access support services as simply as possible when dealing with difficult and stressful situations. In a crisis, knowing where to turn and how to get the help you need can feel overwhelming. Having an acknowledged, safe, clear route to finding guidance and help is absolutely essential, and Safe Contacts provides that.

In my spare time, I like to run, especially on the paths and trails of Wimbledon Common, and putting a good playlist on and boogying in my kitchen (or a dancefloor).

- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



**Louise Millar**  
[l.c.millar@lse.ac.uk](mailto:l.c.millar@lse.ac.uk)  
**020 7955 6061**

MSc Programme Manager  
 Department of Psychological and  
 Behavioural Science

*Preferred gender pronoun – She/Her*

I have an interest in the safety and wellbeing of staff and students at LSE. Alongside my role, I am also completing a Certificate in Counselling skills which has helped develop my listening and empathy skills which will help to put students and staff at ease when speaking to me confidentially. I am also a Mental Health First Aider. I like to go to the gym, in particular Spin and HIIT classes, socialise with friends and binge watch series on Netflix!

I am an external relations manager for LSE's POWER steering group, which engages with staff of all gender groups within LSE to encourage and champion behaviour change and development of School policy towards gender equality.

- **Trained in LGBTQ+ Domestic and Sexual Violence**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



**Daniel Linehan**  
[d.p.linehan@lse.ac.uk](mailto:d.p.linehan@lse.ac.uk)  
**020 7106 1147**

Centre Manager  
 LSE LIFE

I've been at the School since 2001, first as Departmental Manager for what used to be the Department of Social Psychology (now the Department of Psychological and Behavioural Science) and now as Centre Manager in LSE LIFE.

Over the years I have gained a good understanding of the issues faced by colleagues and I welcome the opportunity to work as a Safe Contact and to make a positive contribution to the School.

I have become addicted to Spotify and it has replaced Five USA as my favourite way to relax.

Lord of the Flies by William Golding. This book made me look at the world in a different way in terms of good and evil.

If I had one superpower, it would be to have the ability to instantly switch off.

- **Trained in Safeguarding**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



**Stephanie Lambert**  
[s.lambert@lse.ac.uk](mailto:s.lambert@lse.ac.uk)

Academic Mentor,  
 BSc Management

Department of Management

*Preferred gender pronoun – She/Her*

I chose to become a safe contact because I understand there are so many situations in life that where confiding in someone can make things easier to cope with. Having somebody impartial, reliable and trustworthy to talk to makes such a difference; nobody should have to struggle with something alone.

I am part of three staff networks championing diversity and inclusion: Power, Spectrum and EmbRace. I have completed my Active Bystander Training, Sexual Violence Training and my White Ally Training at the LSE.

If I could have one superpower it would be the ability to teleport so that I could find the sunshine when I need it (without enduring the costly long haul flights), eat all of my favourite foods in the best places and visit family and friends more often.

- **Trained in Safeguarding**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



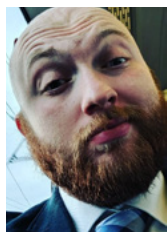
**Katarzyna Krajniewska (Kasia)**  
[k.a.krajniewska@lse.ac.uk](mailto:k.a.krajniewska@lse.ac.uk)  
**020 7955 6889**

Undergraduate Tutor  
 Economics

In my daily job, I regularly and frequently interact with students. They come to me with lots of different issues and I always strive to ensure they get the attention and the right support needed, be it emotional, personal, academic or research related. I deeply believe all of us (staff, faculty and students) should feel safe, respected and cared about, and have a confidential and non-judgemental space to disclose details of incidents with negative impact and receive reliable advice on possible course of action. I hope to be able to extend the support I give my students also to other members of the community and this motivated me to become a safe contact.

In my spare time I enjoy spending time with my family. My kids are young and it's my priority to make sure they get the right amount of attention and value time with their parents. Besides, I really enjoy being around them, they make me truly and unconditionally happy. There is a lot one can learn from a child.

- **Trained in Safeguarding**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

**Tom Jones**[t.jones5@lse.ac.uk](mailto:t.jones5@lse.ac.uk)**0207 107 5689**

Graduate Programme Coordinator  
Geography and Environment

I chose to become a safe contact as I had previously worked in HE in residential roles so thought my experience would be invaluable in this role. I also felt that there needed to be more male representation in the Safe Contact role.

What do you like to do in your spare time?

I'm an avid rugby fan having grown up playing from the age of 4 and plan on getting back into playing when I move up to London.

- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

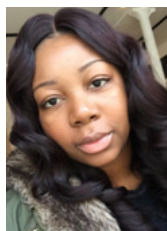
**Rebekah Huggins**[r.huggins@lse.ac.uk](mailto:r.huggins@lse.ac.uk)**0207 955 6309**

Communications and  
Events Manager  
Student Services

My name is Rebekah and I have been at LSE since 2017. I have had a number of roles in Student Services and am currently the Communications and Events Manager in the SSC (Student Services Centre).

In my spare time I like to do jigsaw puzzles.

- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

**Tash Dalling**[t.dalling@lse.ac.uk](mailto:t.dalling@lse.ac.uk)

Organisational Learning  
Programme Coordinator  
(secondment)  
Human Resources

I have worked in HE within Human Resources and Programmes as well as within Victim Support as a Support Worker. I have an interest in both staff and student wellbeing and safety, and feel that it is an incredibly important aspect of University life, hence have taken on the role of being a Safe Contact.

I enjoy Olympic Weightlifting and watching films/tv shows in my spare time.

I have received training for sexual violence and harassment support.

- **Trained in Safeguarding and LGBTQ+ Domestic and Sexual Violence**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

**Ioanna Gouseti**[i.gouseti1@lse.ac.uk](mailto:i.gouseti1@lse.ac.uk)**020 7107 5560**Leverhulme Early Career Fellow/  
Research Fellow

Sociology

I joined the LSE Department of Sociology as course tutor in 2016, after completing my PhD at the LSE Methodology Department. I teach criminology and research methods courses, and I conduct research on public attitudes to crime and on sexual harassment. I've recently been awarded a Leverhulme Early Career Fellowship to conduct research on gendered harassment in public space.

I love movement, especially spinning, dance cardio, yoga, and walking (preferably in nature). As a new mama, I don't have much "me time", but when I do, I love watching movies and reading fiction as well as listening to podcasts, with some of my favourites being *Woman's Hour*, *Beyond Today*, *Talking politics* and Tara Brach's guided meditations. Have a listen!

I have received training for sexual violence and harassment support, and I feel grateful for being part of the Safe Contact Team since 2020. I am a passionate advocate of initiatives that create cultures, which promote well-being, connectedness, inclusivity and support, such as the LSE safe contact.

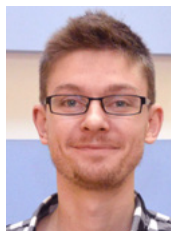
- **Trained in sexual violence and harassment support**
- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

**Sonya Onwu**[s.onwu@lse.ac.uk](mailto:s.onwu@lse.ac.uk)LAWS Director  
Department of Law*Preferred gender pronoun – She/Her*

I chose to become a Safe Contact because it is vital that all students and staff who have experienced bullying, harassment and/or sexual violence have a judgment free space to sit, share and think. Furthermore, as a woman of colour, I know that for BPoC students and staff, having the option to speak to someone from a similar community can make a world of difference.

As a Mama of two, free time is hard to come by! I do love to cook - food is love after all! When I am able to grab a few minutes to myself, I like to read young adult fiction, doom scroll Twitter, rewatch episodes of *Greys Anatomy* and *This is Us*, or just sit in silence and finish a cup of coffee without having to reheat it!

- **Safe Contacts trained to support with Bullying, discrimination and harassment**



**Chris Chaplin**  
[c.chaplin@lse.ac.uk](mailto:c.chaplin@lse.ac.uk)

Visiting Fellow  
 Department of Anthropology

I joined the LSE's Religion and Global Society Research Unit in 2021. Before this I spent several years working in government and as an academic in the UK and abroad, including at the LSE. I am an anthropologist by training, and passionate supporter in creating an inclusive, open and kind environment at the university. As a safe contact I hope to work alongside my colleagues to offer non-judgmental guidance and support whenever needed.

- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



**Melissa Nicholson**  
[m.a.nicholson@lse.ac.uk](mailto:m.a.nicholson@lse.ac.uk)

Head of International  
 Compliance - IGC  
 Legal Team

In my current role I support international LSE staff through monitoring and managing international compliance and governance related requirements related to the School's registered international entities and the International Growth Centre (IGC). I work with teams to improve international safeguarding, safety and security across the School. I became a Safe Contact because it's important to know your options in a crisis and be able to be informed enough to be in full control of your next steps.

- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**



**Victoria Frost**  
[V.L.frost@lse.ac.uk](mailto:V.L.frost@lse.ac.uk)

Head of Student Services  
 Academic Registrar's Division

I chose to be a Safe Contact because I have spent years supporting staff and students through difficult situations, including issues that you might bring to a Safe Contact.

I have worked at universities in three different countries and in a variety of roles, including responding to intimate partner violence and sexual violence. I have also worked with the Student Wellbeing Service and have a good understanding of the various support services across the School and in the wider community.

Please come talk to me if you would like someone to listen to you and help you figure out a way forward.

- **Safe Contacts trained to support with Bullying, discrimination, harassment, AND sexual violence.**

## Counselling

All those affected by the disclosure/report, including but not limited to the individual making the disclosure/report, the individual accused and the individual to whom the disclosure/report was made, may access support through the School's counselling services and the LSESU Advice Centre.

The School's Student Counselling Service offers a private and confidential space for Students to discuss anything which is impacting their psychological wellbeing and daily life. The service is staffed with trained counselling professionals, who offer one-to-one appointments and workshops which run throughout the year. Full information on this Service and how to access it is available on the School website: [info.lse.ac.uk/current-students/student-wellbeing/student-counselling/about-counselling](https://info.lse.ac.uk/current-students/student-wellbeing/student-counselling/about-counselling).

The School also has a [Staff Counselling Service](#) to support any staff who are affected by either a work-based incident or a situation in their life outside work.

Students may also speak with a Mental Health Advisors through the School DWS ([info.lse.ac.uk/current-students/student-wellbeing/disability-wellbeing/speak-with-an-adviser](https://info.lse.ac.uk/current-students/student-wellbeing/disability-wellbeing/speak-with-an-adviser)).

**If you have experienced sexual harassment or sexual violence as a student, you can book a priority counselling appointment with us.**

To book, please email [student.counselling@lse.ac.uk](mailto:student.counselling@lse.ac.uk) with the subject line "Priority SVSH".

We will aim to arrange an appointment as soon as possible. We can offer female and male counsellors and mental health advisers, who are experienced in supporting students after an incident of sexual violence or sexual harassment.

## Wellbeing Adviser

You can request a 30 minute **Wellbeing Appointment** with a member of the Wellbeing team. During this appointment a member from our team will work with you to identify the best support that meets your mental health & wellbeing needs to support you and your studies at LSE.

In addition, you will be provided with a Student Wellbeing Toolkit to further support your wellbeing. This will include reflective activities, information and signposting.

## Peer Supporters

[Peer Supporters](#) are trained student volunteers who can offer support, give a fresh perspective and listen to whatever is troubling you, from academic stresses to relationships.

## Spectrum LIFE

If you need to speak to someone on the phone immediately or outside of working hours, call our partners [Spectrum.Life](#).

Accessing 24/7 support via Spectrum.Life

Freephone: **0808 189 01 03**

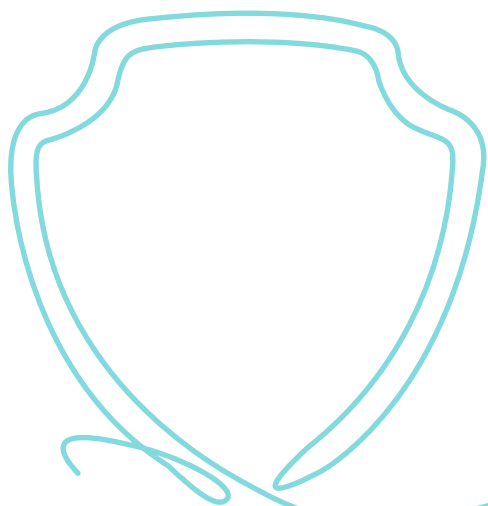
SMS or WhatsApp: **00353 873690010**



## Advisor to women students

Dr Sarah Trotter, is a member of academic staff, and she is available to talk to any women students who want or need to talk about anything, and to offer advice and support on issues of concern or personal difficulties. Students can contact her either by email ([s.trotter@lse.ac.uk](mailto:s.trotter@lse.ac.uk)) or through the student support pages; some students are also referred to her following a report that they have submitted (see above on the Report it stop it procedure).

Once a student has contacted or been referred to Sarah, a meeting will be arranged. The nature of this initial meeting will depend on the reasons that the student had for contacting Sarah, but it will always be a space for the student to talk and to obtain advice and support. It will often be the first in a series of meetings, and Sarah provides ongoing support to any students who require it, as well as guidance and support on School procedures (e.g., in contexts of disciplinary investigations).



## Residential Life

The Residential Life team at LSE is made up of Wardens, Subwardens, Res Life staff, Hall Committee members and part-time student engagement staff.

There are 10 halls of residences which have live-in Wardens (full time LSE staff) and Subwardens (Postgraduate students) to support students in their hall of residence, mainly out of hours and weekends. Subwardens act as first point of contact for students in halls and will signpost students to other support services or escalate incidents or reports to their Warden or the Head of Residential Life, James Greenwood.

The Head of Residential Life works closely with the Student Wellbeing Service, Students' Union, Legal Teams, Deputy Head of Student Services, and others across the school to provide a joined-up student experience. The role also sits on the Harassment Management Group for high-risk major misconduct cases.

You can reach out to the Warden and Subwarden teams by emailing: [wardens@lse.ac.uk](mailto:wardens@lse.ac.uk)

More information about the service Residential Life provides can be found on Halls Life: [halls.lse.ac.uk](https://halls.lse.ac.uk)



## SU Advice Team

LSESU Advice Service provides free advice and support to LSE students on a range of academic and housing issues, and administers a series of hardship funds. LSESU can also signpost you to support within and outside LSE if we cannot directly assist with your issue. Our independence from LSE means that we're impartial and free from a conflict of interest.

LSESU Advice Team, can be contacted at [su.advice@lse.ac.uk](mailto:su.advice@lse.ac.uk). You can find more information at [lsesu.com/advice](https://lsesu.com/advice).

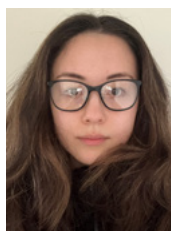


**Avinash Mandalia**

Advice Manager

As an Advice Manager, my aim is to ensure that our service is accessible to all LSE students and they are assisted with their queries in the best possible way.

Before my present post at LSESU, I was an Advice Manager at a community organisation providing advice in all areas of social welfare law.



**Victoria Swain**

Advice Caseworker

As an Advice Caseworker at LSESU, I aim to provide a confidential, safe space for students to discuss any issues they may be having throughout their student experience and work with them to achieve positive outcomes. I advise students on a range of academic and housing issues, alongside administering the LSESU Hardship Fund, Childcare Fund and Graduate Gown Support Fund for students experiencing financial hardship.

I have been working at the LSESU since September 2022 where I originally joined as an Academic Representation Coordinator.

## 2. Sexual and gender-based violence internal support

### Sexual violence support worker

#### For female and non binary identifying students and staff\*\*:

The Sexual Violence Support worker, from Rape Crisis South London, provides a safe space online or in person to talk about any sexual violence you have experienced, or to find out about longer term support. You can find out more about the support worker through her article.

[info.lse.ac.uk/Making-a-choice/Sexual-violence-support-worker](https://info.lse.ac.uk/Making-a-choice/Sexual-violence-support-worker)

To book a confidential appointment, get in touch directly via [university.support@rasasc.org.uk](mailto:university.support@rasasc.org.uk)

Alternatively you can email [edi.svsupport@lse.ac.uk](mailto:edi.svsupport@lse.ac.uk) for more information.

You can access up to three appointments – can be face-face or phone.

*\* No information is shared with LSE, except in exceptional circumstances (e.g., if you are considering serious harm to yourself or if there is a risk of harm to others at LSE).*

#### For male and non binary identifying students and staff\*\*:

SurvivorsUK can offer online appointments with an Independent Sexual Violence Advisor. SurvivorsUK deals with sexually abused men as well as their friends and family, no matter when the abuse happened, and challenge the silence and attitudes.

SurvivorsUK can provide support to non-binary people regardless of their gender assigned at birth.

To arrange an appointment with the ISVA, please contact

[edi.svsupport@lse.ac.uk](mailto:edi.svsupport@lse.ac.uk)

[info.lse.ac.uk/Making-a-choice/Sexual-violence-support-worker-Survivors-UK](https://info.lse.ac.uk/Making-a-choice/Sexual-violence-support-worker-Survivors-UK)

*\*\*They can provide support to non-binary people no matter what gender they were assigned at birth.*

### Priority Counselling

**If you have experienced sexual harassment or sexual violence as a student, you can book a priority counselling appointment with us.**

To book, please email [student.counselling@lse.ac.uk](mailto:student.counselling@lse.ac.uk) with the subject line "Priority SVSH".

We will aim to arrange an appointment as soon as possible. We can offer female and male counsellors and mental health advisers, who are experienced in supporting students after an incident of sexual violence or sexual harassment.



# External support services



# 1. General support

## External sources of support

| Service                                      | Support offered                                                              | How to access                                                                                                                                                                                                                |
|----------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>NHS</b>                                   | Medical support.                                                             | <b>999</b> for emergency service<br><b>111</b> for non-emergency service                                                                                                                                                     |
| <b>Metropolitan Police</b>                   |                                                                              | <b>999</b> for emergency service<br><b>0800 555 111</b> for general queries<br>For questions related to the police: <a href="https://askthe.police.uk">askthe.police.uk</a>                                                  |
| <b>Samaritans</b>                            | For anyone in emotional distress, struggling to cope or at risk of suicide.  | Phone lines: <b>08457 909090</b> / <b>020 7734 2800</b><br>116 123<br>Email: <a href="mailto:jo@samaritans.org">jo@samaritans.org</a>                                                                                        |
| <b>London Nightline</b>                      | An anonymous listening and information service run by students for students. | Nightline open every night from 6pm to 8am during term time<br><b>(+44) 20 7631 0101</b><br>Email: <a href="mailto:listening@london.nightline.ac.uk">listening@london.nightline.ac.uk</a><br>Skype username: londonnightline |
| <b>Victim Support</b>                        | Victims of crime.                                                            | National Support line open 24/7: <b>08 08 16 89 111</b><br>Online: <a href="https://victimsupport.org.uk/help-and-support/get-help/">victimsupport.org.uk/help-and-support/get-help/</a>                                     |
| <b>Equality Advisory and Support Service</b> | support on issues relating to equality and human rights.                     | Advice line: <b>0808 800 082</b><br>Text line: <b>0808 800 084</b><br>Available on Monday-Friday: 9am–7pm, Saturday: 10am–2pm                                                                                                |

## 2. Sexual and gender-based violence

### A. Support for all genders

| Service                                                                                                  | Support offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | How to access                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The Havens Sexual Assault Referral Centre</b><br><i>The closet SARC to LSE is Whitechapel</i>         | <p>SARC's can provide you with support after being subjected to sexual violence.</p> <p>At a SARC forensic evidence can be collected and stored for you should you wish to not report not. This gives you the option to come back and report at a later date with the evidence gathered. Forensic evidence should be collected within 72 hours.</p> <p>You do not have to report to the police to attend a SARC. You can also speak informally and anonymously to a specially training sexual offence officer.</p> <p>SARC's also offer follow-up care, including <a href="#">counselling, tests and treatments</a>.</p> | <p>Open 24/7/365.<br/> Tel: <b>020 3299 6900</b><br/> <a href="https://thehavens.org.uk/how-we-can-help">thehavens.org.uk/how-we-can-help</a></p> |
| <b>University College London Hospital</b><br><i>The nearest Accident and Emergency department to LSE</i> | <p>If you have been subjected to sexual violence you can report this to the police.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Tel: <b>020 7387 9300</b></p>                                                                                                                  |
| <b>Police</b>                                                                                            | <p>If you have been subjected to sexual violence you can report this to the police.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>During an emergency call: <b>999</b><br/> For non-emergencies call: <b>101</b></p>                                                             |

## A. Support for all genders (continued)

| Service                                   | Support offered                                                          | How to access                                                                                                                                     |
|-------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Rape &amp; Sexual Assault Overseas</b> | Information for those who have been subjected to sexual violence abroad. | <a href="https://gov.uk/government/publications/rape-and-sexual-assault-abroad">gov.uk/government/publications/rape-and-sexual-assault-abroad</a> |
| <b>National Rape Crisis Helpline</b>      | Support for people who have been subjected to sexual violence.           | Tel: <b>0808 802 9999</b><br><a href="https://rapecrisis.org.uk">rapecrisis.org.uk</a>                                                            |

## B. Support for female survivors/victims of sexual violence or domestic violence

| Service                                                                                                                                                                         | Support offered                                                                                                                                     | How to access                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>National Domestic Violence Helpline</b>                                                                                                                                      | Support for women who have been subjected to domestic abuse.                                                                                        | Helpline: <b>0808 2000 247</b><br>Webchat: <a href="https://nationaldahelpline.org.uk/en/Chat-to-us-online">nationaldahelpline.org.uk/en/Chat-to-us-online</a><br><a href="https://nationaldomesticviolencehelpline.org.uk">nationaldomesticviolencehelpline.org.uk</a>                                                                                                                                        |
| <b>My Body Back Project</b>                                                                                                                                                     | Specialist health clinics, including a cervical screening clinic, STI clinics and maternity clinic, for women who have experienced sexual violence. | <a href="https://mybodybackproject.com/services-for-women/mbb-clinics">mybodybackproject.com/services-for-women/mbb-clinics</a>                                                                                                                                                                                                                                                                                |
| <b>Rape Crisis Centres</b><br>There are four in London. Find the closest one to you:<br><a href="https://rapecrisis.org.uk/find-a-centre/">rapecrisis.org.uk/find-a-centre/</a> | Support for women after sexual violence.                                                                                                            | East London: Nia<br><a href="https://niaendingviolence.org.uk">niaendingviolence.org.uk</a><br><br>North London: Solace Women's Aid<br><a href="https://solacewomensaid.org">solacewomensaid.org</a><br><br>West London: Women and Girls Network<br><a href="https://wgn.org.uk">wgn.org.uk</a><br><br>South London: Rape and Sexual Abuse Support Centre<br><a href="https://rasasc.org.uk">rasasc.org.uk</a> |

## C. Image based abuse support

| Service                      | Support offered                                             | How to access                                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Revenge Porn Helpline</b> | Support for people who have been subjected to revenge porn. | <p>Helpline: <b>0345 6000 459</b><br/> 10am–4pm, Monday to Friday excluding bank holidays.<br/> Email: <a href="mailto:help@revengepornhelpline.org.uk">help@revengepornhelpline.org.uk</a></p> <p><a href="https://revengepornhelpline.org.uk">revengepornhelpline.org.uk</a></p> <p>Whisper, anonymous reporting form: <a href="https://swgfl.org.uk/whisper/rph1/">swgfl.org.uk/whisper/rph1/</a><br/> Monday to Friday, 10am–4pm</p> |

## D. Support for male survivors/victims of sexual violence or domestic violence

| Service                                                          | Support offered                                                                                                                                                                  | How to access                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Respect</b>                                                   | Support for male victims of domestic violence.                                                                                                                                   | <p>Helpline: <b>0808 8010 327</b><br/> Monday–Friday 10am–8pm</p> <p>Email support: <a href="mailto:info@mensadviceline.org.uk">info@mensadviceline.org.uk</a><br/> Monday–Friday 9am–8pm</p> <p><a href="https://mensadviceline.org.uk/">mensadviceline.org.uk/</a></p>                                                                                 |
| <b>Survivors UK<br/>(Male and non-binary identifying people)</b> | <p>Support for men who have been subjected to sexual violence.</p> <ul style="list-style-type: none"> <li>• ISVA support</li> <li>• Group work</li> <li>• Counselling</li> </ul> | <p>Helpline: <b>020 3598 3898</b><br/> Email: <a href="mailto:help@survivorsuk.org">help@survivorsuk.org</a></p> <p>Helpline Web Chat: <a href="https://survivorsuk.org/ways-we-can-help/">survivorsuk.org/ways-we-can-help/</a><br/> Monday–Sunday 12:00 – 20:00: <b>020 3598 3898</b></p> <p><a href="https://survivorsuk.org">survivorsuk.org</a></p> |

## E. Childhood sexual abuse specialised support

| Service            | Support offered                                                           | How to access                                                                                                                                                                                                                                                          |
|--------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>One in four</b> | Support & counselling for people who have experienced child sexual abuse. | Helpline: <b>0800 121 7114</b><br>(open 7 days a week 10am–12pm, 2pm–4pm and 6pm–8pm)<br>Email: <a href="mailto:admin@oneinfour.org.uk">admin@oneinfour.org.uk</a><br>For advocacy enquiries: <a href="mailto:advocacy@oneinfour.org.uk">advocacy@oneinfour.org.uk</a> |

## F. Race and ethnicity sexual violence support

| Service                                                        | Support offered                                                                                                                                                                                                                               | How to access                                                                                                                                                               |
|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Imece Women's Centre</b>                                    | Primarily providing specialist services to Turkish, Kurdish and Cypriot Turkish Women.<br><ul style="list-style-type: none"><li>• Offering free advice</li><li>• Drop-in sessions</li><li>• Counselling</li><li>• Practical support</li></ul> | Advice Line: <b>020 7354 1359</b><br>Email: <a href="mailto:info@imece.org.uk">info@imece.org.uk</a><br><a href="https://imece.org.uk/get-help/">imece.org.uk/get-help/</a> |
| <b>Iranian and Kurdish Women's Rights Organisation (IKWRO)</b> | Support for Middle Eastern, North African and Afghanistan Women.<br><ul style="list-style-type: none"><li>• Counselling</li><li>• Advocacy support</li></ul>                                                                                  | <a href="https://ikwro.org.uk/">ikwro.org.uk/</a>                                                                                                                           |



## F. Race and ethnicity sexual violence support (continued)

| Service        | Support offered                                                                                                                                                                                                                                                                                                                      | How to access                                                                                      |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>Ashiana</b> | <p>Support for women subject to honour-based violence and forced marriages.</p> <ul style="list-style-type: none"> <li>• Counselling</li> <li>• Support groups</li> <li>• FGM support</li> <li>• Forced marriage and “honour” based violence support</li> <li>• Advocacy and Practical support/casework</li> <li>• Refuge</li> </ul> | <p>Tel: <b>020 8539 0427</b><br/> <a href="mailto:info@ashiana.org.uk">info@ashiana.org.uk</a></p> |
| <b>Imkaan</b>  | <p>Provides full list of organisations supporting BAME women survivors of sexual and domestic violence</p>                                                                                                                                                                                                                           | <p><a href="https://imkaan.org.uk/get-help">imkaan.org.uk/get-help</a></p>                         |

## G. Religion or faith based sexual violence support

| Service                                | Support offered                                                                                                                                                                                                                                                                                   | How to access                                                                                                                                                                                    |                                                                                                                                                                                                |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Muslim Women's Network</b>          | Support for Muslim women experiencing or at risk of abuse                                                                                                                                                                                                                                         | Phone Lines: <b>0800 999 5786/0303 999 5786</b><br>Email: <a href="mailto:info@mwnhelpline.co.uk">info@mwnhelpline.co.uk</a><br><a href="http://mwnuk.co.uk/index.php">mwnuk.co.uk/index.php</a> |                                                                                                                                                                                                |
| <b>Migdal Emunah</b>                   | Support and counselling for men, women and children who are Jewish (any denomination of Judaism) who have been subjected to sexual violence. <ul style="list-style-type: none"> <li>• ISVA services</li> <li>• 1:1 counselling</li> <li>• Group support</li> <li>• Couples counselling</li> </ul> | Tel: <b>07493 790305</b><br>Email: <a href="mailto:info@migdalemunah.org.uk">info@migdalemunah.org.uk</a><br><a href="http://migdalemunah.org.uk">migdalemunah.org.uk</a>                        |                                                                                                                                                                                                |
| <b>Jewish Women's Aid Dina Service</b> | Support for Jewish women who have been subjected to sexual violence and domestic violence                                                                                                                                                                                                         | <b>Domestic abuse:</b><br>Helpline: <b>0808 801 0500</b><br>Mon–Thurs 9.30am–9.30pm<br><a href="mailto:advice@jwa.org.uk">advice@jwa.org.uk</a>                                                  | <b>Sexual violence:</b><br>Helpline: <b>0808 801 0656</b><br>Mondays 10am–2; 1pm–3pm<br>Tuesdays 10am–12; 1pm–3pm<br>Thursdays 1pm–3pm<br><a href="mailto:dina@jwa.org.uk">dina@jwa.org.uk</a> |
|                                        |                                                                                                                                                                                                                                                                                                   | <b>Webchat:</b> <a href="http://jwa.org.uk/webchat">jwa.org.uk/webchat</a><br>Monday and Wednesday: 3pm–5pm<br>Tuesday and Thursday: 10am–12pm                                                   |                                                                                                                                                                                                |
| <b>Karma Nirvana</b>                   | Support for men and women who have been subjected to forced marriage.                                                                                                                                                                                                                             | UK Forced Marriage Helpline: <b>0800 5999 247</b><br><a href="http://karmanirvana.org.uk">karmanirvana.org.uk</a>                                                                                |                                                                                                                                                                                                |

## H. Support for LGBTQ+ survivors/victims of sexual violence or domestic violence

| Service                               | Support offered                                             | How to access                                                                                                                                                                                                                                       |
|---------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Galop                                 | LGBTQ+ sexual assault casework and support                  | Tel: <b>020 7704 2040</b><br>Email: <a href="mailto:referrals@galop.org.uk">referrals@galop.org.uk</a><br><a href="https://galop.org.uk/sexualviolence">galop.org.uk/sexualviolence</a>                                                             |
| National LGBT Domestic Abuse Helpline | Support for LGBTQ+ individuals subjected to domestic abuse. | Helpline: <b>0800 999 5428</b><br>Email: <a href="mailto:help@galop.org.uk">help@galop.org.uk</a><br>Monday to Friday 10am–5pm<br>Wednesday and Thursday 10am–8:00pm<br><a href="https://galop.org.uk/domesticabuse">galop.org.uk/domesticabuse</a> |

# 3. Stalking

| Service                    | Support offered                                         | How to access                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National Stalking Helpline | Support for people who have been subjected to stalking. | Helpline: <b>0808 802 0300</b><br>Monday to Friday 09:30–16:00,<br>Wednesday's 09:30–20:00<br><br>Complete online form for support:<br><a href="https://suzy.lamplugh.org/forms/national-stalking-helpline-enquiry-form">suzy.lamplugh.org/forms/national-stalking-helpline-enquiry-form</a><br><br>Online tool – Am I being stalked:<br><a href="https://suzy.lamplugh.org/am-i-being-stalked-tool">suzy.lamplugh.org/am-i-being-stalked-tool</a><br><br><a href="https://suzy.lamplugh.org">suzy.lamplugh.org</a> |

## 4. Mental Health and Disability related

| Service         | Support offered                                                                                                                                                         | How to access                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Respond</b>  | <p>Support for people with learning difficulties who have been subjected to trauma.</p> <ul style="list-style-type: none"> <li>• Counselling</li> <li>• ISVA</li> </ul> | <p>Tel: <b>0207 383 0700</b><br/> Email: <a href="mailto:admin@respond.org.uk">admin@respond.org.uk</a><br/> <a href="https://respond.org.uk/">respond.org.uk/</a></p>                                                                                                                                                                                                                                                       |
| <b>Mind</b>     | Mental health                                                                                                                                                           | <a href="https://www.mind.org.uk">www.mind.org.uk</a>                                                                                                                                                                                                                                                                                                                                                                        |
| <b>DeafHope</b> | Support for deaf people experiencing domestic abuse                                                                                                                     | <p><b>Main Office contacts</b><br/> Text: <b>07966 976749</b><br/> Email: <a href="mailto:info@signhealth.org.uk">info@signhealth.org.uk</a></p> <p><b>Psychological therapy team</b><br/> Text: <b>07984 439473</b><br/> Email: <a href="mailto:therapy@signhealth.org.uk">therapy@signhealth.org.uk</a><br/> Call: <b>01494 687 606</b><br/> <a href="https://signhealth.org.uk/contact">signhealth.org.uk/contact</a></p> |

# 5. Race related

| Service                | Support offered               | How to access                                                                                                                                                                |
|------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Monitoring group   | Racial harassment and abuse   | Report racism through their form: <a href="https://tmg-uk.org/report-racism">tmg-uk.org/report-racism</a><br>Email: <a href="mailto:office@tmg-uk.org">office@tmg-uk.org</a> |
| Southall Black Sisters | BME women’s rights and advice | Tel: <b>020 8571 9595</b><br>Email: <a href="mailto:info@southallblacksisters.co.uk">info@southallblacksisters.co.uk</a><br>between 9am and 5pm Monday toFriday              |

# 6. LGBTQ+

| Service     | Support offered                     | How to access                                                |
|-------------|-------------------------------------|--------------------------------------------------------------|
| Switchboard | LGBTQ+ helpline                     | Phone line: <b>0300 330 0630</b><br>Open 10am-10pm every day |
| Transunite  | Find a trans support group near you | <a href="https://transunite.co.uk">transunite.co.uk</a>      |

## 7. Hate crime

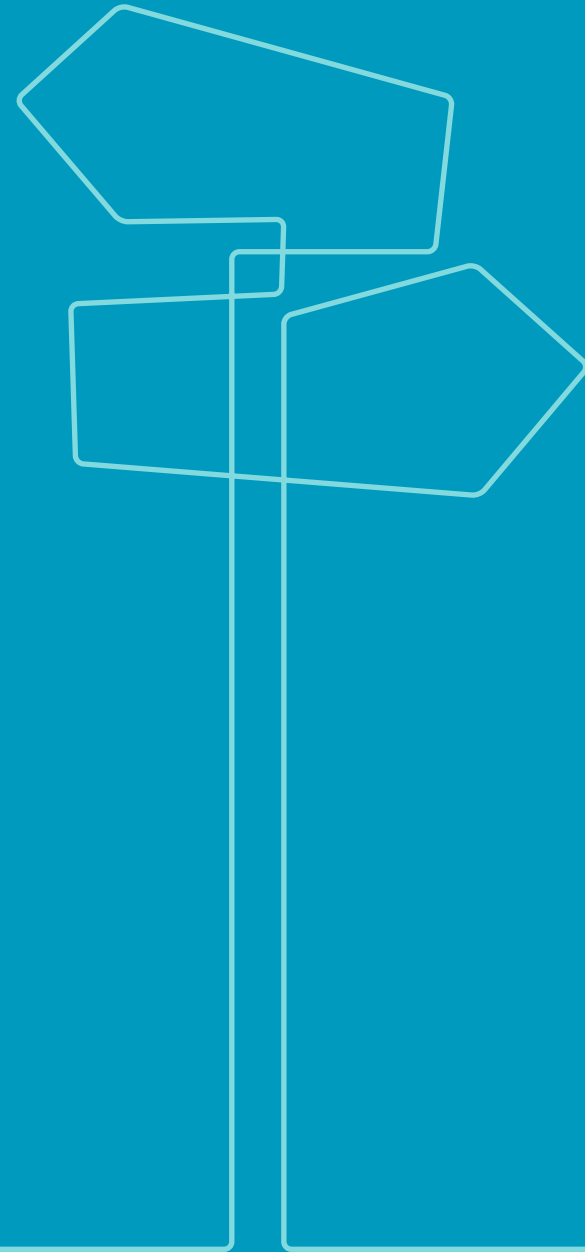
**Please call 999 if you believe you are in immediate danger**

| Service                         | Support offered                                                           | How to access                                                                                              |
|---------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Stop hate UK</b>             | Support to report a hate crime, provide support before, during and after. | Report here: <a href="https://stophateuk.org/report-hate-crime">stophateuk.org/report-hate-crime</a>       |
| <b>True vision</b>              | Support to report any form of hate crime                                  | Report here: <a href="https://report-it.org.uk/home">report-it.org.uk/home</a>                             |
| <b>Tell Mama</b>                | Support for victims of anti-Muslim hate                                   | <a href="https://tellmamauk.org">tellmamauk.org</a>                                                        |
| <b>Community Security Trust</b> | Support for victims of anti-semitic hate                                  | <a href="https://cst.org.uk">cst.org.uk</a>                                                                |
| <b>Galop</b>                    | Support LGBTQ+ people after being subjected to hate crimes.               | Tel: <b>020 7704 2040</b><br><a href="https://galop.org.uk/sexualviolence">galop.org.uk/sexualviolence</a> |





# Annex: definitions, key policies and procedures



## Definitions (taken from the Discrimination, Harassment and Bullying Policy and the Sexual harassment and sexual violence Policy)

**Discrimination** is defined under The Equality Act 2010 and takes place when an individual or a group of people are treated less favourably than others based on a protected characteristic such as age, disability, gender reassignment, pregnancy and maternity (including treating a woman unfavourably because she is breastfeeding), race (including colour, nationality, ethnic and national origin), religion or belief, sex or sexual orientation and in relation to direct discrimination only, marriage and civil partnership. Discrimination includes the following categories; direct discrimination (which includes discrimination by association and perception), indirect discrimination and discrimination arising out of a disability.

**Harassment** is defined in law as a course of unwanted conduct which can cause an individual alarm or distress and may put people in fear of violence. It can include repeated attempts to impose unwanted communications and contact upon another individual(s) in a manner that could be expected to cause distress or fear in any reasonable person.

Under the Equality Act 2010 individuals are protected from three types of harassment. Firstly, it is unlawful to treat someone less favourably where it relates to a “relevant protected characteristic”, which for the purposes of harassment includes- age; disability; gender re-assignment; race; religion or belief, sex and sexual orientation. For the avoidance of doubt, pregnancy and maternity, marriage and civil partnership are not specifically included within the harassment provisions of the Equality Act 2010, although unwanted conduct related to these would be considered as harassment due to sex. In addition to this, an individual may put forward a case for harassment if they do not have the specific protected characteristic, but instead have a connection with the protected characteristic.

Another form of harassment is Sexual Harassment which occurs when you engage in unwanted conduct or behaviour which is of a sexual nature and which has the purpose of violating an individual's dignity or creating an intimidating, hostile, degrading or offensive environment. Examples of what may constitute Sexual Harassment are set out in Appendix 1 of this Policy. The School's Sexual Harassment and Sexual Violence Policy is intended to cover instances of harassment and/or violence of a sexual nature.

Harassment may also occur when an individual is treated less favourably because they have rejected or submitted to unwanted conduct of a sexual nature or behaviour that is related to gender identity or sex.

**Bullying** is defined as intimidating, hostile, degrading, humiliating or offensive behaviour which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, or humiliating environment. Bullying usually involves a repeated course of conduct. Bullying does not need to relate to a protected characteristic. It may be physical or psychological in nature and conducted in an open environment or a secretive manner. It is behaviour that is often repetitive and intended to dominate another person or group by making them feel degraded, humiliated, intimidated or offended. It can cause a person to lose respect and confidence.

Sexual harassment as unwanted behaviour of a sexual nature which has the purpose or effect of violating an individual's dignity; making an individual feel intimidated, degraded or humiliated and/or creating a hostile or offensive environment.

Sexual harassment also occurs if an individual treats a person less favourably because that person has rejected or submitted to unwanted conduct of a sexual nature or that is related to gender identity or sex, and which has had the purpose or effect described in this section. In this scenario, the person who treats someone less favourably might not be the person who engaged in the unwanted conduct.

**Sexual violence** is any sexual act or attempt to obtain a sexual act by violence or coercion which takes place without consent. Actions or behaviour which may constitute sexual harassment or sexual violence include, but are not limited to, the following: sexual comments or jokes, touching, sexual assault including groping, unwelcome sexual advances, displaying or showing material of a pornographic or sexual nature, making requests for sexual favours,

stalking in person or online, rape. Online harassment may take the form of intimidating, offensive, or graphic posts on social media sites or chat rooms, or sexually explicit communications by email, text, or instant messaging.

**Consent** is providing permission for something to happen or agreement to do something with a full understanding of the facts and without coercion. In cases of sexual activity, consent cannot be presumed but must be explicitly given, verbally or non-verbally. Consent cannot be deemed to have been given if it is provided under pressure or in situations where someone is not capable of providing it. Consent can be withdrawn at any time.

*Please see Discrimination, Harassment and Bullying Policy and Sexual Harassment and Sexual Violence Policy for further details.*

**Appendix 1 of the Discrimination, Harassment and Bullying sets out examples of different types of discrimination, harassment, bullying, hate speech/incidents.**

Discrimination, Harassment and Bullying Policy:

[info.lse.ac.uk/staff/services/Policies-and-procedures/Assets/Documents/harPol.pdf](https://info.lse.ac.uk/staff/services/Policies-and-procedures/Assets/Documents/harPol.pdf)

# The harassment, discrimination and bullying policy

**The Discrimination, Harassment and Bullying Policy** (“the Policy”) supports LSE’s commitment to a working and learning environment where people can achieve their full potential free from any form of discrimination, harassment or bullying and is committed to providing an inclusive culture of equality, diversity and respect between individuals.

It also sets out what steps each member of the LSE community (including but not limited to staff and students) can take such as:

- preventing discrimination, harassment and bullying by being sensitive to the reactions and needs of others, and ensuring that their conduct does not cause offence;
- discouraging discrimination, harassment and bullying by others by making it clear that such conduct is unacceptable, and supporting colleagues and peers who are taking steps to stop it;
- understanding what constitutes discrimination (where individuals are treated less favourably than others because of their protected characteristic such as age, disability, gender reassignment, pregnancy and maternity (including treating a woman unfavourably because she is breastfeeding), race(including colour, nationality, ethnic and national origin),

religion or belief, sex or sexual orientation and in relation to direct discrimination only, marriage and civil partnership and discrimination arising out of a disability), harassment (including but not limited to harassment based on the relevant protected characteristic and sexual harassment) and bullying by attending training sessions and/or seeking advice from the School’s central administration.

In order to further understand unacceptable behaviours outlined in this Policy, key definitions have been provided -aside from definitions relating to discrimination, harassment and bullying the Policy also includes a definition of stalking, victimisation and hate incidents, crimes and speech.

Harassment, bullying and stalking via the internet/ email and on social media is also addressed within this Policy. This includes such behaviour occurring during online teaching/seminar or any other online meeting that may be arranged and connected to a student’s learning experience and for staff working remotely.

Any incident that is brought to the attention of the School will be pursued and may result in disciplinary action under the relevant Policy/procedure that applies and as outlined in the Policy.

Appendix 1 of the Policy sets out a non-exhaustive list of examples of Discrimination, harassment, bullying[1] , victimisation, stalking and hate incidents/crimes/speech. Please have a look.

Appendix 2 outlines a comprehensive list of internal and external contacts and sources of support where you may disclose or report an incident that may have occurred to you or witnessed an incident.

### **Sexual Harassment and Sexual Violence Policy**

The Sexual Harassment and Sexual Violence Policy sets out LSE's commitment to a safe working and learning environment which is free from sexual harassment and violence.

It includes the process for reporting sexual harassment and sexual violence and the support that is available both internally and externally to those who experience it as well as the action that will be taken to investigate a disclosure. It commits to taking seriously all disclosures of sexual harassment and sexual violence without making any judgements regarding the circumstances and aims to ensure that all parties affected by a disclosure are treated with dignity and respect and provided with appropriate support.

### **LSE Policy and Procedure on Personal Relationships**

The Policy and Procedure on Personal Relationships recognises that personal relationships which go beyond a professional working relationship can result in a conflict of interest, impacting on constructive and transparent working relations or resulting in adverse effects on the student experience. More seriously, it notes that these can result in abuse of power or the potential for, or perception of, abuse of power.

It sets out the expectations and responsibilities of staff, students and the remainder of the LSE community specifically in respect of personal relationships between staff and students, but also in respect of any personal relationship that includes a power imbalance. This is in order to prevent abuses of power, protect staff and students from allegations of conflicts of interest and promote a safe and positive environment.

The policy includes the steps that must be taken by members of the LSE community to ensure that any personal relationships at work are handled with integrity so that they do not impact on the student experience and/or give rise to unintended consequences.

Personal relationships between staff and students are prohibited where i) there is a direct supervisory relationship in existence (e.g. PhD student and supervisor); ii) a member of staff has direct or indirect responsibility for, or involvement in, that student's academic studies (for example, assessor of a student's work) and/or personal welfare (for example, academic advisor and advisee) or iii) a member of staff interacts with a student as part of their role (including the period during which a prospective student is applying for admission, and any period of time after the completion of a degree during which the staff member maintains a direct or indirect professional role, such as mentoring or writing references for a former student).

Such relationships should be reported immediately so that appropriate safeguards are put in place, including changing the supervisory relationship or the relationship of direct responsibility for, or involvement in, the student's academic studies and/or personal welfare.

Where a personal relationship exists between a member of staff and student and where there is no professional relationship in existence, this must be reported to ensure transparency and so that any conflict of interest that arises from such a relationship can be resolved by putting new arrangements in place.

### **Grievance Policy and Procedure for Professional Services Staff/ Disciplinary Policy and Procedure for Professional Services Staff/Academic Annex**

Where a disclosure is made by a student against a member of staff, this will be reported to HR so that the matter may be investigated under the appropriate disciplinary or grievance procedure (the Academic Annex applies if the individual against whom the complaint is made is an academic or research member of staff). Cases will be investigated informally or formally depending on the nature of the allegation. The Deputy Head of Student Services (Advice and Policy) will be the point of contact for students where cases are being dealt with informally by HR. Where allegations are upheld, appropriate action will be taken in accordance with the disciplinary procedure including disciplinary action against the staff member, up to and including termination of employment.

### **LSE Conditions of Registration**

The Conditions of Registration and Enrolment (CoRE) are signed by every student as part of their registration and enrolment with LSE and they set many of the ground rules that LSE students are expected to follow during their studies. By signing the CoRE, students agree to unconditionally abide by them for the duration of their registration as a student and this means that their behaviour must be in accordance with all LSE's policies at all times. Failure to abide by LSE's policies, or behaving in a way that breaches them, may lead to disciplinary action in accordance with the Student Disciplinary Procedure.

### **Disciplinary Procedure for Students [disProStu.pdf \(lse.ac.uk\)](#)**

This Procedure applies to allegations of misconduct made against students of the School. It will be an offence under this Procedure if a student is found to have breached one or more of the School's terms or conditions, policies or procedures, codes,

rules or regulations. This list includes, but is not limited to, the School's Conditions of Registration, Discrimination, Harassment and Bullying Policy, Sexual Harassment and Sexual Violence Policy, Ethics Code and Conditions of Use of IT Facilities at LSE. It sets out the process for temporary precautionary measures as well as details of the Informal resolution stage which is triggered for cases of minor misconduct and the Formal Resolution stage for cases of major misconduct where the Legal team would investigate and create an investigation report. The School Secretary would make a decision at the formal resolution stage or they may refer the matter to a Board of Discipline. This route will normally be taken where an allegation of major misconduct is made where the potential consequences are severe. For example, where an allegation may bring into question a Student's status in the School and as such may warrant expulsion from the School. The Board of Discipline procedure and any subsequent appeal from a decision are also outlined within this Procedure.

Appendix C of the Procedure provides a table of types of misconduct and possible penalties and Appendix D of the Procedure set out a Flow chart of the whole process.

### **Student Complaints Procedure [Student Complaints Procedure \(lse.ac.uk\)](#)**

The Student Complaints Procedure addresses complaints raised by one or more students about an academic or administrative service or facility that LSE or someone on our behalf provides the student from your acceptance of an offer of a place at the School up to the end of your programme of study with the School. Stage 1 is the early resolution stage and Stage 2 is the Formal Complaint stage. In relation to the Early Resolution stage if your complaint

concerns an academic matter: a student can approach Academic Adviser, Personal Tutor, Supervisor, Programme Director or Head of your Academic Department, or if it is a non academic matter you can approach the Deputy Head of Student Services (Advice and Policy), the person with whom you have been dealing, their line manager or the Service Leader of the relevant Division. The Legal team would investigate a complaint at the formal stage of this Procedure.

#### **LSE Student Accommodation Disciplinary Code** **StuAccomDiscCo.pdf (lse.ac.uk)**

This Code sets out an agreed form of behaviour between the Resident and the School whilst the Resident is residing in School Accommodation. It also sets out a non-exhaustive list of misconduct that may constitute a breach of this Code or the Licence Agreement or the Summer School Booking T&Cs, and the respective penalties that may apply. The basic principle behind this Code is the fact that living in the Accommodation is a communal activity and the School is committed to providing an environment where Residents can feel safe, comfortable and supported. Wardens or their nominees are able to investigate misconduct that occurs in student accommodation and impose reasonable and proportionate penalties or refer the matter to the School Secretary to investigate depending on the type of misconduct that is committed. Appendix A of that Code sets out the type of misconduct offences under the Code and the possible penalties.

#### **LSE staff guide to handling cases of student sexual violence, harassment and abuse**

This is a guide that helps staff members handle disclosures of sexual violence, harassment and abuse.

#### **LSE guide to reporting sexual harassment or sexual violence**

This guide is for those who have been subjected to sexual violence.



Report it. Stop it.





**[info.lse.ac.uk/report-it](https://info.lse.ac.uk/report-it)**

**The London School of Economics  
and Political Science**

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The London School of Economics and Political Science is a School of the University of London. It is a charity and is incorporated in England as a company limited by guarantee under the Companies Acts (Reg no 70527).

The School seeks to ensure that people are treated equitably, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, sexual orientation or personal circumstances.