



JACT Durham Greek & Latin Summer School

Policy Document

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This policy document sets out the actions to be followed when you experience or witness harassment from or towards anyone affiliated with the JACT Durham Greek & Latin Summer School; this includes, but is not limited to, students, tutors, organisers, visiting speakers, external contractors, suppliers, and business partners.

The JACT Durham Greek & Latin Summer School's biggest priority is to ensure everyone's safety and wellbeing, we will not tolerate harassment of any kind.

This policy includes how to recognise harassment, report incidents, and the steps we as an organisation will take to protect you. It should be read in conjunction with our other policies; available online at www.durhamglss.org.

The Harassment Policy

At the JACT Durham Greek & Latin Summer School, we prioritise the safety of our students and colleagues, and we treat everyone with respect. We expect anyone affiliated with the JACT Durham Greek & Latin Summer School to adhere to this policy without exception.

If you feel uncomfortable, are subjected to, or witness any inappropriate behaviour, please do not hesitate to report it. Your actions help us to protect everyone, and to address the behaviour(s) with the individual(s) involved, thus preventing it from happening again.

Your safety and wellbeing are extremely important to us, and we are here to support you. Rest assured; you will not face any negative consequences for reporting harassment or inappropriate behaviour(s), and all reports will be handled in the strictest of confidence.

What is Harassment?

- Harassment is any unwanted physical, verbal, or non-verbal conduct that has the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

- A single incident can amount to harassment.
- Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour nationality, ethnic or national origin, religion or belief, sex, or sexual orientation.
- Harassment is unacceptable even if it does not fall within any of these categories.
- Harassment need not be directed at you and can occur if you witness another person being harassed or hear an offensive remark.
- Harassment can happen in-person, over the phone, via email or through a messaging app.
- Harassment can come from strangers or people you know.
- Harassment can happen anywhere.

Examples of Harassment

- Unwanted physical conduct or “horseplay,” including touching, pinching, pushing, and grabbing.
- Continued suggestions for social activity after it has been made clear that such suggestions are unwelcome.
- Sending or displaying material that is pornographic or that some people may find offensive (including e-mails, text messages, video clips and images sent by mobile phone or posted on the internet).
- Unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless).
- Racist, sexist, sexual homophobic or ageists jokes, or derogatory or stereotypical remarks about a particular ethnic or religious group or gender.
- Outing or threatening to out someone as gay, lesbian, trans.
- Offensive emails, text messages or social media content.
- Mocking, mimicking, or belittling a person’s disability, whether visible or hidden.

A person may be a victim of harassment even if they were not the intended “target.” For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

Reporting Harassment

If you experience or witness harassment of any kind, from anyone, please do not hesitate to report this to us at once. Reporting harassment helps us to protect you and/or anyone affiliated with the JACT Durham Greek & Latin Summer School. All reports will be handled in the strictest of confidence and we will do our utmost to protect the identity of anyone reporting harassment. In such an instance where the individual(s) reporting the harassment are identified, (e.g., by a third-party), the organisers of the JACT Durham Greek & Latin Summer School will under no circumstances confirm this, unless instructed to do so by the individual(s) making the report.

The organisers of the JACT Durham Greek & Latin Summer School reserve the right to not disclose the identity of individuals who report any incidences of harassment and/or inappropriate behaviour(s). Please be assured that any reports of harassment and/or inappropriate behaviour(s) will always be thoroughly investigated and carefully considered before any further action is implemented.

Taking Affirmative Action

Stop

- State that you do not appreciate the conduct and ask them to stop.

Ask for help

- If the harasser is on site, immediately alert the Director of Safeguarding or another member of the JACT Durham Greek & Latin Summer School team to attend in any situation where you feel threatened or in need of support.

Report

- As soon as possible, report the incident to the Director of Safeguarding.
- The Director of Safeguarding will obtain written statements.
- Immediately dial 999 or ask someone to do this for you if you believe a police presence is needed.
- The police should always be requested when someone assaults or verbally, or physically threatens you or someone else, or if there is evidence of a hate crime.

Involving the Police

The JACT Durham Greek & Latin Summer School will involve the police if the harasser assaults or verbally/physically threatens you.

When harassers seem dangerous (for example, if the harasser refuses to leave the premises and threatens you or someone else with physical violence), please immediately call the police yourself or ask someone to do this for you.

Harassment and the Law

The Protection from Harassment Act 1997 states that someone's actions amount to harassment when they make the victim feel distressed, humiliated, threatened or fearful of further violence. The main goal of harassment is to persuade victims either not to do something that they are entitled or required to do or to do something that they are not obliged to do. Actions listed under the Protect from Harassment Act include, but are not limited to:

- phone calls
- letters
- emails
- visits
- stalking
- verbal abuse of any kind, including on social media
- threats
- damage to property
- bodily harm

Hate Crime

A hate crime is when someone commits a crime against you because of who you are, or who they perceive you to be because of your race, religion, disability, sexual orientation, and transgender identity. Any crime can be prosecuted as a hate crime if the offender has either:

- demonstrated hostility based on race, religion, disability, sexual orientation, or transgender identity.
- been motivated by hostility based on race, religion, disability, sexual orientation, or transgender identity.

These crimes are covered by legislation (Crime and Disorder Act 1998 and section 66 of the Sentencing Act 2020), which allows prosecutors to apply for an uplift in sentence for those convicted of a hate crime.

Investigation

We will always thoroughly investigate all reports of harassment and implement the appropriate further actions and learning opportunities when necessary.

Examples of further action may include, but are not limited to:

- Banning a person from attending the Summer School in the future.
- Banning a person from the premises.
- Reporting the incident to the police.
- Blocking telephone numbers.

Help us keep the JACT Durham Greek & Latin Summer School safe

We all thrive in environments where we feel safe, supported, and happy. We want to know whenever you are being harassed or witness others being the victims of harassment so we can take the necessary affirmative action to stop it.