# UCD REPORT AND SUPPORT

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Bullying, Harassment, Sexual Harassment

Anonymous Reporting: 2020/2021

# Anonymous Reporting 2020/21

## Context and Updates

This is the second University report which provides information relating to incidents of bullying, harassment and sexual harassment that have been reported anonymously through UCD's Report and Support tool. The first report was made following the first year of operation of the tool. This report moves the period of reporting to an academic cycle, in line with recommendations arising from the UCD Dignity and Respect review. Data presented relates to reported incidents during the 2020/21 academic session and therefore there is some overlap with the first report published in 2021. From the 2021/22 data gathered from the anonymous reporting tool will be integrated into a comprehensive and overarching Dignity and Respect Annual Report. This will enable a more holistic overview of the prevalence and nature of incidents of bullying, harassment and sexual misconduct taking place as it will facilitate the consideration of other sources of data such as the number of formal complaints and recorded disclosures.

Report and Support is kept under continuous review to ensure that the data being collected informs the University in as much detail as possible about the frequency and nature of incidents that are impacting our community.  Using learning from the review and analysis of data following one year of operation updates to the tool's questions and responses were made to enable a greater level of detail about the timing and location of incidents. For example, where incidents took place on University property, options have been added so that those reporting can indicate whether the incident occurred in a learning, work, social or residential setting. Enriching the level of detail collated through the tool supports the University in targeting actions and initiatives and will provide a valuable input for the planned introduction of environmental assessments.  In September 2021 the tool was also adapted to reflect the new Bullying and Harassment policy and Sexual Misconduct policy which included the introduction of new definitions such as sexual misconduct and consent. The categories used in this tool also provide a good basis for the development of other systems required to collate data on disclosures and formal complaints. Data collated under the enhanced tool will be reported in the 2021/22 Annual Report.

Since UCD launched Report and Support in January 2020 a similar anonymous reporting tool has been developed by other third-level institutions. 'Speak Out' was launched in October 2021. UCD was represented in the planning and launch of this new tool, and we continue to collaborate and share learning with other institutions through UCD representation on the group that is overseeing its implementation.

*This report contains detailed data at institutional level relating to bullying, harassment and sexual misconduct. If you are affected by reading this report or have been impacted by any of these behaviours, you are strongly encouraged to reach out for support. The Dignity and Respect Support Service is a dedicated service available to any member of the UCD community and further details are available here.*

## 1. Reports

This report provides an overview of the number and nature of anonymous reports of bullying, harassment and sexual misconduct, including sexual harassment, made through the UCD Report and Support during the period 1 September 2020 to 31 August 2021. A total of 113 reports were received during this period. The graph below (Figure 1) shows the number of reports made by month. It is likely that the global pandemic and the move to online learning has impacted overall numbers, nevertheless, the tool has been used continuously throughout 2020. The periods in which most reports were received were September, which coincided with orientation and the start of the new academic session, when communications relating to the tool were issued and initiatives such as the Active Bystander Programme: *UCD Says No to Sexual Misconduct*, were delivered to incoming students.   The UCD dignity and respect review was also being undertaken throughout this period with widespread consultation which may have also raised awareness at key junctures.
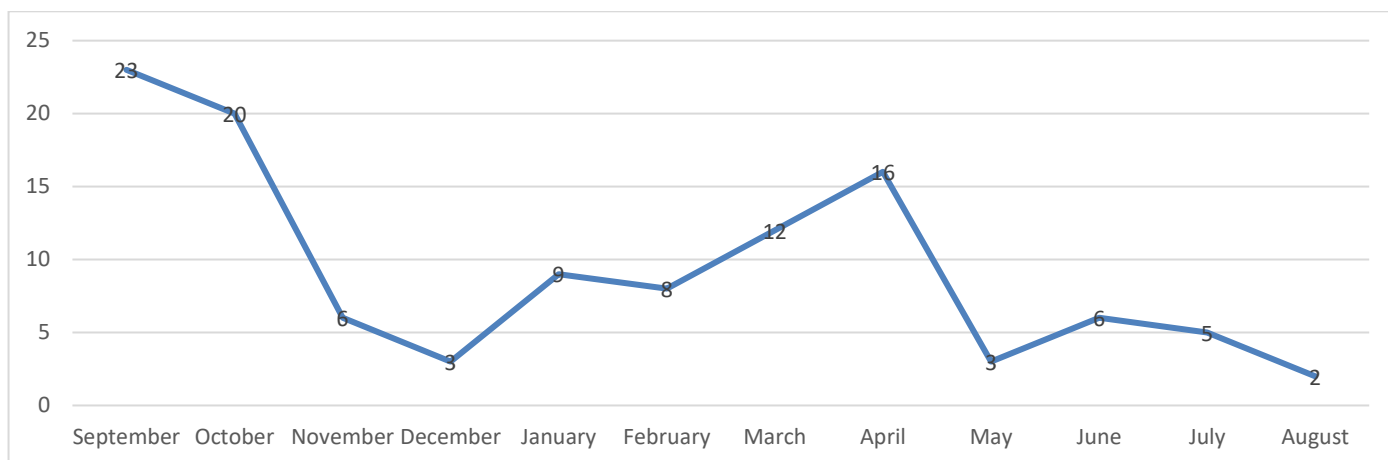


Figure 1: Reports made by month from 1 September 2020 to 31 August 2021.

## 2. Who reported?

The chart below (Figure 2) presents the total number of reports broken down by the reporting person's connection to the University. Students reported most, 35% of reports were made by undergraduate or taught postgraduate students and 19% of reports were made by postgraduate research students. 12% of reports were made by faculty and 11% were made by staff. 19% of those reporting opted not to state their connection to the University and those indicating that they were a visitor and those selecting other accounted for 4% of reports made.
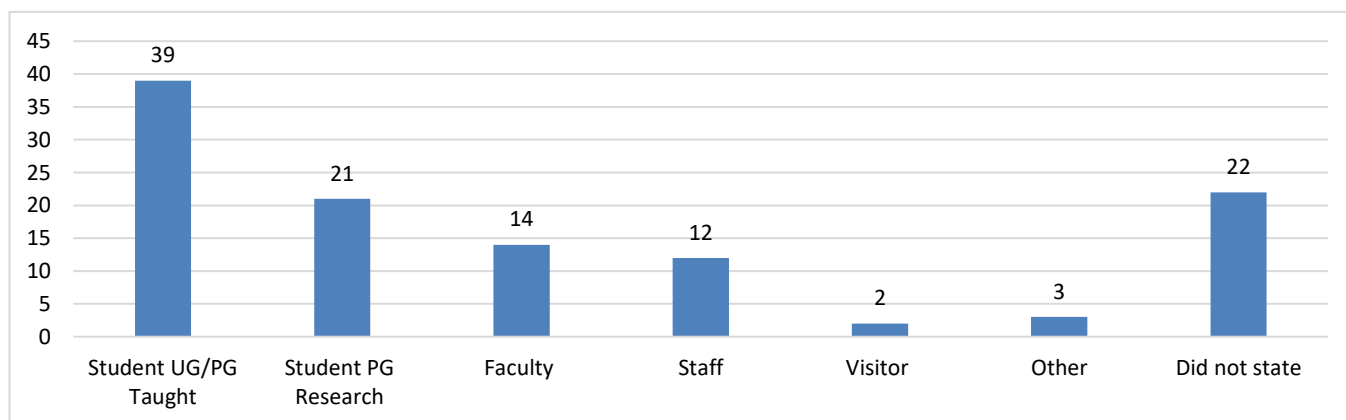


Figure 2: Number of reports by the connection to the University of the reporting person.

Of the 113 reports received 94 people reported about incidents they had experienced. Figure 3 presents the gender of those reporting about their own experiences, 66% were female and 21% male, 3% gender non-binary and 10% preferred not to state their gender.  UCD Report and Support facilitates reporting by bystanders or by those who wish to report on behalf of someone else. There were 19 reports made by bystanders.
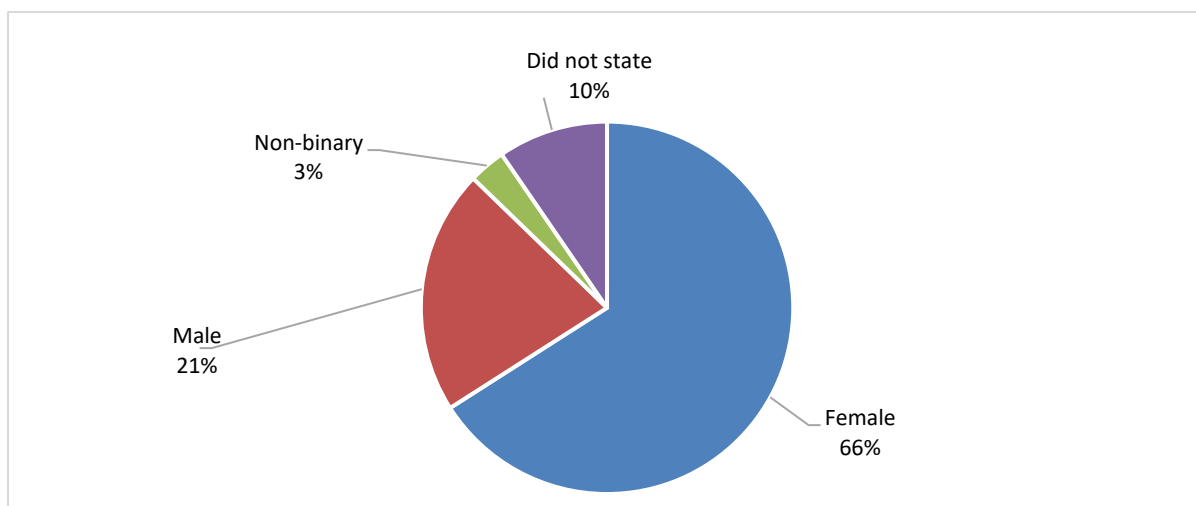


Figure 3: Gender of those reporting about their own experiences.

## 3. Categories of behaviour

Incidents may involve behaviour that spans the categories of bullying, harassment, and sexual harassment and therefore UCD Report and Support enables those reporting to select of more than one  category. Bullying, harassment and sexual harassment were cited 158 times in 113 reports.  Bullying was  the behaviour that was reported most times and accounted for 36% of the total number of reported categories. Harassment accounted for 35% and sexual harassment 29%, see Figure 4.  Table 1 provides the number of reports by category of behaviour and by the status of the reporting person.
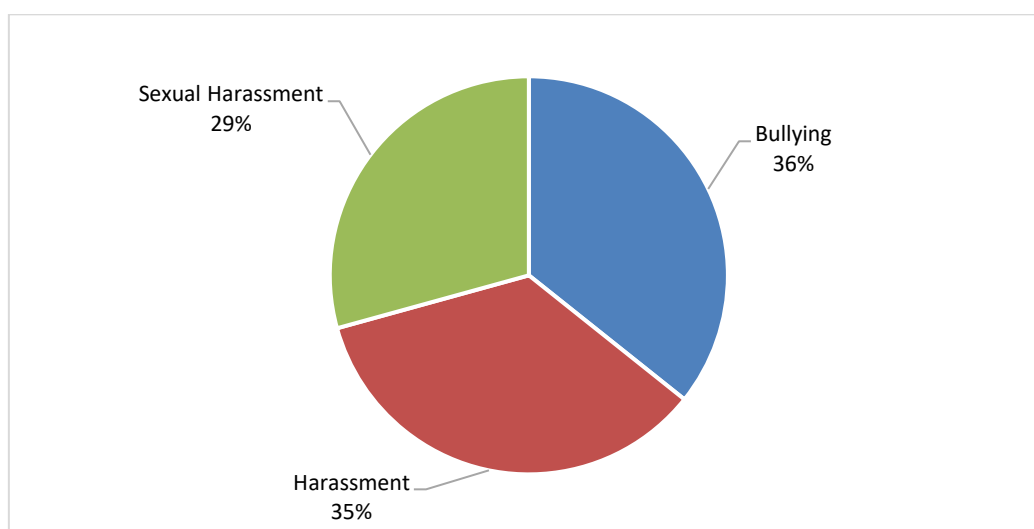


Figure 4: category of behaviour reported

| Reported Behaviour | Employees | Students | Visitor | Other | Did not state | Total reports |
|---|---|---|---|---|---|---|
| Bullying | 18 | 28 | 1 | 2 | 8 | 57 |
| Sexual Harassment | 4 | 32 | 0 | 1 | 9 | 46 |
| Harassment | 12 | 31 | 1 | 2 | 9 | 55 |

Table 1: Categories of behaviour reported by reporting persons' connection to the University.
Those reporting may select more than one category of behaviour. In 113 reports 158 behaviours were reported.

Over half (57%) of the reports made related to the behaviour of employees, 36% were made in relation to the behaviour of students and 4% related to the behaviour of others, 4% stated that they did not know or did not report the connection to the University of the person being reported. Figure 5 shows the connection to the University of the person being reported and Table 2 provides the full breakdown of reports by connection to the University of the person reporting and the connection to the University of the person being reported.
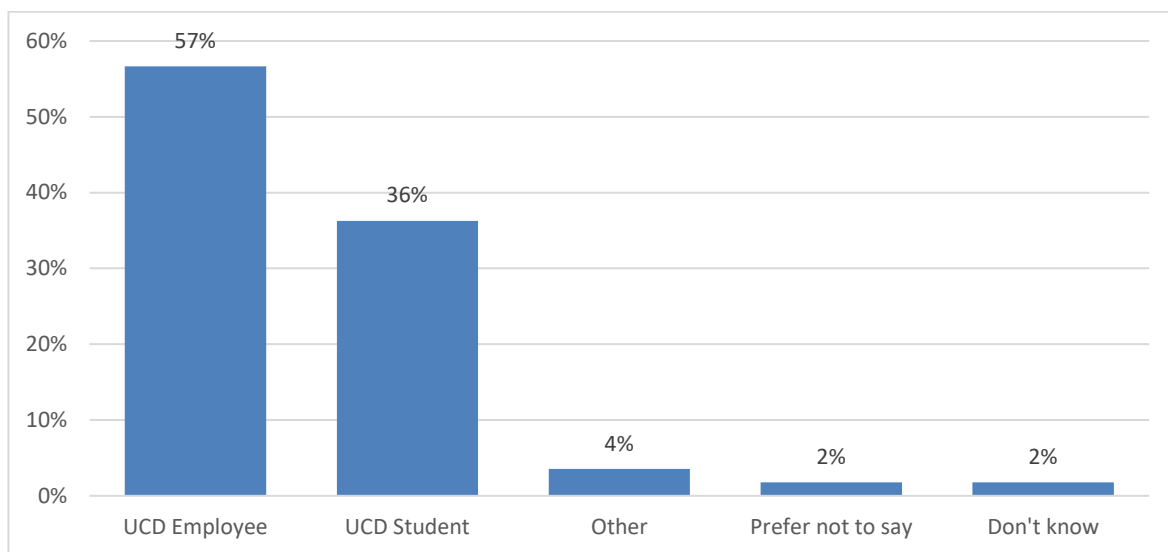


Figure 5: Connection with the University of the person being reported.

| | |
|---|---|
| Employees reporting employee behaviour | 25 |
| Students reporting employee behaviour | 27 |
| Students reporting student behaviour | 27 |
| Employees reporting student behaviour | 0 |
| Other/did not say reporting student behaviour | 13 |
| Other/did not say reporting employee behaviour | 11 |
| Students reporting the behaviour of other / don't know | 6 |
| Employees reporting the behaviour of other / don't know | 1 |
| Other/visitor reporting the behaviour of other / don't know | 1 |
| Did not state connection to the University or connection to the University of the person reporting | 2 |

Table 2: By connection to the University of the person making the report and the person they are reporting.

https://reportandsupport.ucd.ie/

## 4. When and where did incidents occur?

Just over one quarter of reports (26%) were made within a week of incidents occurring. Similarly 27% of reported incidents had occurred on more than one occasion, over a period of time and 19% of reports related to incidents that had happened over one year ago. See figure 6.
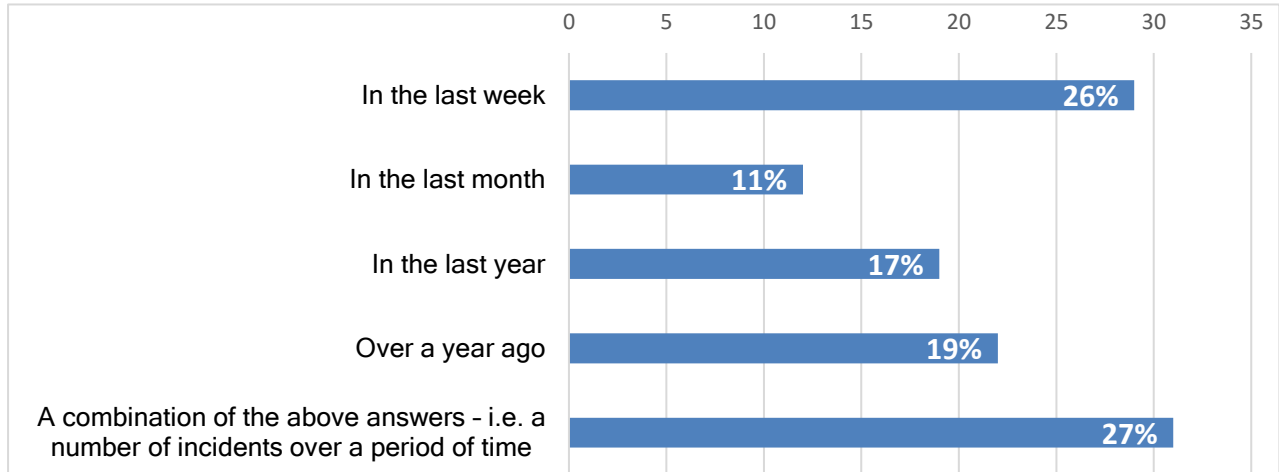
Figure 6: Breakdown of timeline of when reported incident(s) occurred.

Figure 7 demonstrates where reported incidents occurred. 30% of all reported incidents took place on on University property, while 20% stated 'other' and 2% indicated that incidents took place at a UCD related event (e.g., conference, field trip, club or society trip, social function, work assignment, sporting event).
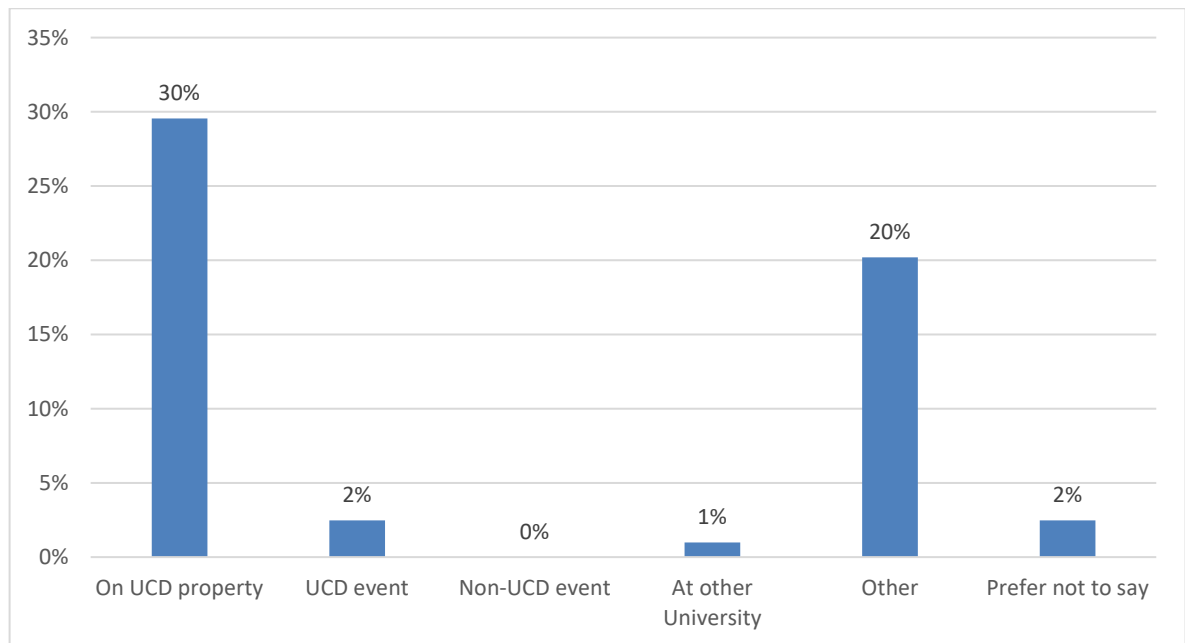
Figure 7: Where reported incidents occurred.

# 5. Detailed Behaviour

This section provides some detail of the reports broken down by category of behaviour. UCD Report and Support requests that those reporting select statements which best describes the behaviour they have experienced.

## 5.1 Bullying

Bullying was reported 57 times across 113 reports. 50 people reported incidents of bullying they had experienced and there were 7 bystander reports.

- 49% of reports were made by students
- 32% of reports were made by employees
- 19% of reports were made by visitors, others or they did not state their connection to the University

The most selected descriptions of bullying included:
o *Undermining behaviour*
o *Intimidation / aggression*
o *Humiliation*

## 5.2 Sexual Harassment

Sexual harassment was reported 46 times across 113 reports. 39 people reported about their own experiences and there were 7 bystander reports.

- 69% of reports were made by students
- 9% of reports were made by employees
- 22% of reports were made by visitors, others or they did not state their connection to the University

The most selected descriptions of sexual harassment included:
o *Sexually suggestive gestures*
o *Sexual advances, propositions, or pressure for sexual activity*
o *Continued suggestions for sexual activity after it had been made clear that such suggestions were not welcome*
o *Sexual assault - 18 people reported sexual assault*

## 5.3 Harassment

Harassment was reported 55 times across 113 reports. 47 people reported about their own experiences of harassment and there were 8 bystander reports. Those reporting incidents of harassment were asked if they felt that the behaviour related to aspects of their identity or status across the equality grounds. 48% of reports of harassment were on grounds of Gender. Table 3 provides the complete breakdown of harassment reports and the number of times those reporting selected a particular identity/status. Those reporting may select more than one category.

| Identity/Status | |
|---|---|
| Gender | 54 |
| Race / Ethnicity | 21 |
| Civil status | 5 |
| Socio-economic status | 14 |
| Age | 20 |
| Disability | 3 |

Table 3: Reported harassment linked to identity or status.
More than one identity/status category may be selected.

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- 56% of reports were made by students
- 22% of reports were made by employees
- 22% of reports were made by visitors, others or they did not state their connection to the University.

The most selected descriptions of harassment included:
- o  *Intrusion, pestering, spying or stalking*
- o  *Verbal harassment, jokes comments, ridicule*
- o  *Written harassment, text messages, email*
- o  *Physical harassment, jostling, shoving or any form of assault*

## 6.  Reasons for reporting anonymously

The reasons why people choose to report anonymously will help to guide the University in tailoring and targeting its awareness-raising and other activities to provide reassurance and to support students and employees in coming forward to raise concerns. The top three cited reasons for reporting anonymously made by employees and students are ranked in the tables below. Across all reports, almost 30% indicated that they 'wanted to make the University aware of my experience without making a complaint'

| Employees | |
|---|---|
| 1 | I'm worried that the person causing the offence would retaliate. |
| 2 | I have concerns it might affect my current/future career. |
| 3 | Making a complaint would have a negative impact on my mental health |

Table 4: Most cited reasons employees reported anonymously.

| Students | |
|---|---|
| 1 | I'm worried that the person causing the offence would retaliate. |
| 2 | I have concerns it might affect my current/future career. |
| 3 | Nothing would be done if I made a complaint. |

Table 5: Most cited reasons students reported anonymously.

## 7.  Seeking Support

A key aim of UCD Report and Support is to direct those reporting to appropriate university and external support services. In response to the question have you sought support 80% of those reporting about their own experiences indicated that they had already sought support. Those reporting can select more than one response to enable them to indicate if they have accessed different kinds of support. 45% indicated that they had sought support from a friend or a family member.  21% of those reporting indicated that they did not want to seek support and 15% selected "*No, but having been made aware of the supports available through this tool I will seek support soon*". See the Tables below for details on the statements selected.

| Support sought |
|---|
| Yes, I have sought support from a friend or family member. |
| Yes, I have sought support from anexternal support organization. |
| Yes, I have sought support from the University or a College. |

Table 6: Those indicating that they had sought support selected the above responses.

| No support sought |
|---|
| I do not want to seek support right now. |
| No, but having been made aware of the supports available through this tool I will seek support soon. |
| No, but I will seek support soon. |

Table 7: Those indicating that they had not sought support selected the above responses.

## 8.Conclusion

Whilst action cannot be taken directly against individuals based on the data provided by anonymous reporting, using the tool helps to make the University aware of unacceptable behaviours that are taking place. This information plays an important role when determining the type of actions and interventions that may be needed in particular areas of the institution.

The data gathered through UCD Report and Support has already been used as follows:

- The data helped to demonstrate the need for a specialist Dignity and Respect Support Service to ensure dedicated supports were in place for students and employees - this service was launched in November 2021.
- Data relating to some of the responses in the tool have informed the content of training for staff and students which will be rolled out in 2022.
- The data informed the Dignity and Respect policy review such as the emphasis required to be placed on sexual misconduct/sexual violence in the policies. A new policy on Sexual Misconduct (including Sexual Harassment and Sexual Violence) was developed.
- College level EDI committees were provided with data relating to the number and nature of reports made by students and staff in their area during the first year. This has enabled the local reinforcement of any local or University events and initiatives aimed at and the prevention of bullying, harassment and sexual misconduct, such as the bystander education programme and the adoption of an additional consent education programme by some schools. Such reports will be issued directly to VPs for EDI on a quarterly basis for analysis.

The University's approach to transforming culture in relation to dignity and respect is multi-pronged and ranges from policy development and training to the provision of specialist supports and awareness-raising. The availability of data from this tool combined with other sources of information will enable the effectiveness and impact of these activities to be measured and reported, thus enhancing transparency whilst identifying required enhancements. The Dignity and Respect Oversight group established in October 2020 will receive regular data updates so that this group can keep abreast of the data and quarterly reports will be made to UMT and an annual report to the Governing Authority.

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