

POLICY ON HARASSMENT AND SEXUAL MISCONDUCT

First and Third Trinity Boat Club is dedicated to creating a safe, welcoming, inclusive and diverse rowing club which maintains a culture of mutual respect and consideration. We are committed to enabling all members to participate without fear of sexual violence, abuse, coercive behaviours or harassment.

All members of the Club are entitled to be treated with dignity and respect. The Club takes allegations of harassment and sexual misconduct very seriously and is fully signed up to the University and the College policies on investigation and disciplinary action for such offenses.

If you feel you have been a victim of sexual harassment, report the behaviour to the Boat Club Senior Treasurer, College women's officer, College welfare officers, Senior Tutor, or your own Tutor. If you have witnessed sexual harassment, you also are urged to report the incident so that prompt action may be taken.

All complaints will be treated seriously, kept as confidential as possible, and investigated fully by the College and Club. Trinity College expressly forbids any retaliation against members of Trinity for reporting sexual harassment. If, however, the college finds that false charges have been filed, disciplinary action may be taken against anyone who provides false information.

The University offers a comprehensive guide to making reports about sexual harassment and the routes available for this:

<https://www.studentcomplaints.admin.cam.ac.uk/harassment-sexual-misconduct/reporting-harassment-or-sexual-misconduct>

The Trinity College sexual harassment policy is available here:

<http://www.tcsu.net/wp-content/uploads/2015/08/Trinity-College-Sexual-Harrasment-Policy.pdf>

PREVENTION OF SEXUAL HARASSMENT AND INITIATIVES

The Club is committed to promoting education regarding the rights and responsibilities of all community members.

The University offers a range of prevention and support initiatives, which are available to Club members:

<https://www.studentcomplaints.admin.cam.ac.uk/harassment-sexual-misconduct/prevention-and-support-initiatives>

There are also a number of online resources:

<https://www.studentcomplaints.admin.cam.ac.uk/harassment-sexual-misconduct/sexual-misconduct-hate-crime-prevention-disclosure-resources>

The Club has also hosted the Good Lad Initiative (a charity that promotes Positive Masculinity) for to run workshops with members.