

Example of Report a Concern anonymous harassment, bullying, discrimination, assault and hate crime report

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Harassment, Bullying, Discrimination and Assault: Report a Concern

In most circumstances, anonymous reporting makes it difficult for the University to follow up and address concerns either formally or informally. An anonymous report will still be reviewed but the University may not be able to take any further action.

Alternatively please consider submitting a report as a [student](#) / [member of staff](#).

Are you raising a concern on behalf of yourself or somebody else?

- ☐ Myself
- ☐ A University of Worcester student
- ☐ A University of Worcester staff member
- ☐ A Students' Union staff member
- ☐ Other

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Nature of Incident?

Which of the following best describes the situation your report relates to? Please choose one, you will have the opportunity to provide further details on the next page.

☐ Harassment

Someone you know could be harassing you, like a neighbour, or people from your local area, another student or it could be a stranger. Harassment may include: Bullying at University or in the workplace, Cyber stalking (using the internet to harass someone), Antisocial behaviour, Sending abusive text messages, Sending unwanted gifts, Unwanted phone calls, letters, emails or visits. It's harassment if the unwanted behaviour has happened more than once.

☐ Bullying

There is no legal definition of bullying. However, it's usually defined as behaviour that is: Repeated, Intended to hurt someone either physically or emotionally, Often aimed at certain groups, for example because of race, religion, gender or sexual orientation. It takes many forms and can include: Physical assault, Teasing, Making threats, Name calling, Cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger).

☐ Assault

An assault involves an intentional or reckless action that creates a sense of immediate threat by which a person intentionally or recklessly causes another to suffer or apprehend immediate unlawful violence. The term assault is often used to include a battery, which is committed by the intentional or reckless application of unlawful force to another person. This can include verbal, online or messaged threats to harm or threats to kill.

☐ Discrimination

Discrimination can come in one of the following forms: Direct discrimination - treating someone with a protected characteristic less favourably than others, Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage, Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them, Victimisation - treating someone unfairly because they've complained about discrimination or harassment. It is against the law to discriminate against anyone because of: Age, Gender reassignment, Being married or in a civil partnership, Being pregnant or on maternity leave, Disability, Race including colour, nationality, ethnic or national origin, Religion or belief, Sex, Sexual orientation.

☐ Hate Crime

In most crimes it is something the victim has in their possession or control that motivates the offender to commit the crime. With hate crime it is 'who' the victim is, or 'what' the victim appears to be that motivates the offender to commit the crime. A hate crime is defined as 'Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender. A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender. Hate crime can fall into one of three main types: physical assault, verbal abuse and incitement to hatred.

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Did the behaviour or incident you are reporting take place online or offline?

- ☐ All of the behaviour or situation took place online
- ☐ All of the behaviour or situation took place offline (in person)
- ☐ Part of the behaviour or situation took place online and part offline

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If it was experienced in person, where did this occur?

- ☐ On-Campus
- ☐ Off-Campus
- ☐ Both On and Off-Campus

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Do you know the person/people who caused and/or were involved with the behaviour/incident?

- ☐ No
- ☐ Yes, a University of Worcester student
- ☐ Yes, a University of Worcester staff member
- ☐ Yes, a Students' Union staff member
- ☐ Yes, a family member
- ☐ Yes, a friend
- ☐ Yes, but i don't know if they are a student / member of staff
- ☐ Others

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Hate (Prejudice related) incident

- ☐ Age
- ☐ Disability
- ☐ Gender Reassignment
- ☐ Marriage and Civil Partnership
- ☐ Pregnancy and Maternity

- ☐ Race
- ☐ Religion or Belief
- ☐ Sex
- ☐ Sexual Orientation
- ☐ Unsure

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Should you wish to provide any further details about the behaviour or incident you are reporting please add it here

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Why did you choose to report this incident anonymously? Choose all of the relevant options.

- ☐ I'm worried that I won't be believed
- ☐ Nothing would be done if I made a complaint
- ☐ I don't want anyone to know it took place
- ☐ I feel too embarrassed/ashamed

- ☐ I'm worried that there would be repercussions in my social circle
- ☐ I cannot prove the behaviour took place
- ☐ I don't know how to make a complaint
- ☐ I'm worried the perpetrator would retaliate
- ☐ I am worried about being called a trouble maker
- ☐ I don't have time to make a complaint
- ☐ I have concerns it might affect my current / future career
- ☐ I have reported it to someone at the University
- ☐ I reported it to the Police and it is being investigated
- ☐ I'm receiving support externally to the University
- ☐ Other

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