



Training for staff handling staff-student sexual misconduct disclosures and complaints

Half-day session (3.5 hours).

This training uses anonymised case studies of two students' experiences at UK universities to introduce issues that HR, complaints, and student services professionals need to be familiar with in relation to responding to staff-student sexual misconduct disclosures and reports and handling cases. It is aimed at professional services staff who may have some familiarity with the principles and practice of handling disciplinary cases but may not have any particular knowledge of issues relating to sexual misconduct or harassment.

Aims

To recognise some of the **forms** that staff-student sexual misconduct can take

To understand how **power imbalances** can create a context that enables staff-student sexual misconduct to occur

To become aware of issues that can arise with **handling disclosures or reports** about staff-student sexual misconduct within your institution

Overview of session:

1. Introduction, ground rules, context
2. Read and discuss case study #1: power imbalances and staff-student sexual misconduct
 1. What is sexual misconduct?
 2. Why do people sometimes not recognise or report sexual misconduct?
3. Read and discuss case study #2: handling staff-student sexual misconduct reports
 1. What can go wrong in handling sexual misconduct cases?
 2. How do power imbalances (including DARVO) affect responses to sexual misconduct?
 3. What are precautionary/interim measures and when should these be implemented in staff-student cases?
4. Questions and checkout

Please note:

- This session gives an overview of key issues that may arise in handling staff-student cases. It does not give a comprehensive introduction to trauma-informed approaches or case management. Further, in-depth sessions examining issues such as responding to disclosures, trauma-informed practice, precautionary measures, risk assessments, or information sharing can be requested to follow on from this session; if necessary we can signpost you to trusted organisations that have appropriate expertise to offer any areas we do not cover.

Please email contact@1752group.com to request up-to-date costings.

Online or in-person training is available. If in-person training is preferred, costings will also include travel time and train/mileage costs.