



UCL

UCL Says Full Stop

The problem with blurred lines

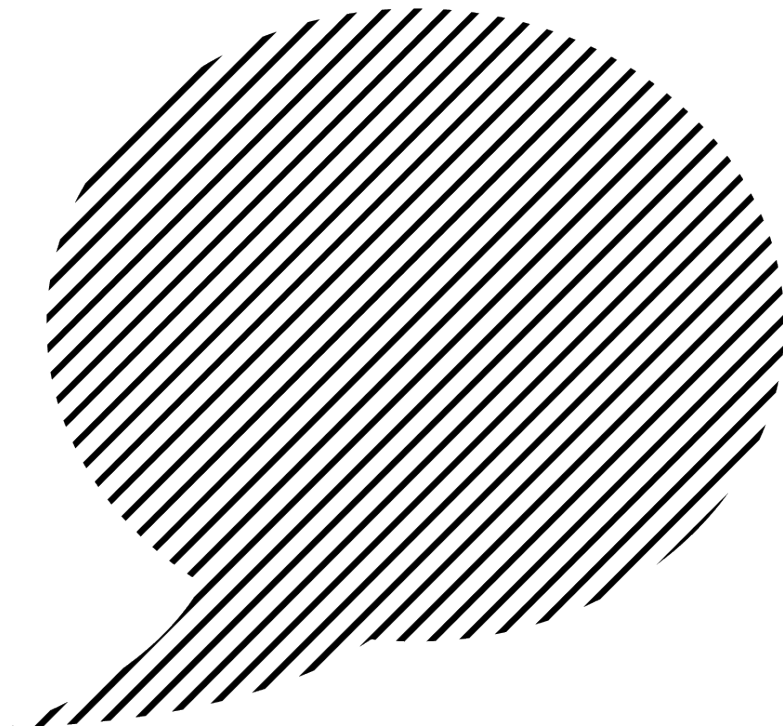


What is the Full Stop campaign?

UCL believes in changing the world for the better. That has to start in our own community. For most people this is a great place to work or study. Yet, where unacceptable behaviour does exist, it can have a real impact and it can be difficult to know how to challenge it. So, UCL is asking our community to come together and say Full Stop.

Most students and staff can identify the extreme examples of bullying, harassment and sexual misconduct, however lower level or boundary blurring behaviour can be more difficult to identify and address. Some examples include unreasonable requests regarding working hours or workload – including volume of emails and unclear expectations or meeting students for supervision meetings at the pub, or in a private home.

Full Stop hopes to help address this by helping our students and staff take action even when there are blurred lines.



Key Messages

Perception is often at the heart of whether behaviour is acceptable or unacceptable, so how can we navigate it? Share your strategies for how you navigate #blurredlines. #Fullstop #blurredlines

Just because the behaviour is not overt, doesn't mean it doesn't have a negative impact. Low level poor behaviour can have a damaging effect – join us and challenge unacceptable behaviour, say #FullStop #blurredlines

Not sure if the behaviour is appropriate – ask yourself these three questions: 1. Is there an uneven power dynamic between yourself and someone else or others? 2. Is power being misused on either side in a way that is unfair or difficult to justify? 3. Is there another way to express the same sentiment or achieve the same goal without engaging in the behaviour?

Micro inequalities is a theory that refers to ways in which people can be overlooked, singled out, ignored or discounted on the basis on an unchangeable characteristic, such as race or disability. Micro inequalities can have a harmful impact on people and the cumulative effect can stack up to a form of be bullying or harassment.

While we all have different perceptions about what is acceptable or unacceptable, we need to be mindful that our expectations will differ to those around us – what is acceptable to me, might not be to someone else – and that is okay. It's about thinking how we can agree a way of working or learning together that is respectful of both of our perceptions.

Still not sure if yours or your peers' behaviour is acceptable? Ask yourself and colleagues these questions? Would you want your family member subject to that behaviour? Would you behave in this way in front of your partner or family? Would you behave in this way in front of their partner or family? Is the behaviour reciprocated? Are there any signs the behaviour is not wanted?

If you have experienced unacceptable behaviour at UCL and want to understand your options, contact an Advisor through 'Report + Support'.

Want to find out more about how you can help create a supportive and inclusive environment at UCL? Visit the 'Get Informed' page on 'Report + Support'.

Sometimes it can be difficult to name and therefore call out low level or boundary blurring behaviour.

It is never too late to disclose or report an incident. To find out more about UCL support or to report, please visit 'Report + Support'.

When we witness poor behaviour and do nothing, we send a message that the behaviour is okay. Say Full Stop to unacceptable behaviour and become an active bystander today.

Unacceptable behaviour can have a profound impact on individuals, departments and the institution. We must all call out and challenge unacceptable behaviour where possible.

Do you know the four D's of being an active bystander? Direct, distract, delegate and delay. Find out more about how you can be an active bystander on Report + Support. #FullstopatUCL

Social media

#FullStopatUCL

#WhyFullStopMattersToMe

This tag will capture individual motivations and showcase leaders from across the institution about why the Full Stop campaign is important to them

#FullStopBlurredLines

#PressPause

To align with 'full stop' messaging, press pause encourages individuals and teams to reflect on their behaviour, or what they have heard or witnessed and then encourages action.



How you can get involved

Full Stop has been developed to enable all members of the UCL community to participate. We know that we cannot address behavioural concerns in an isolated manner – we need your help to shape a welcoming and inclusive environment at UCL. Below are some suggestions about how you can get involved as an individual, within your department or faculty, as UCL.

Practice the four Ds of bystander intervention: direct, distract, delegate and delay

Join the social media conversation and share #Whyfullstopmatterstome

Think about a colleague or peer who demonstrate positive behaviour and helps shape a positive working and learning environment, and raise this with them. It's important to celebrate the positive ways of working!

Speak with a peer or colleague about low level or boundary blurring behaviour. How do they identify it? What do they do to challenge it?

At UCL we are:

Encouraging senior leaders to share their stories on 'Why Full Stop Matters to me.'

Encouraging all Deans and Heads of Department to attend the 'Taking the Lead' workshop.

Working with the UCL Centre for Behaviour Change to design new interventions to address and prevent unacceptable behaviour.

Established a dedicated bullying, harassment and sexual misconduct phone line for free, confidential advice for staff, and accessible to students after hours.

Conducting quarterly trend analysis reports and sharing insights and interventions with Faculties and Departments.

Developing a new 'Prevention of bullying, harassment and sexual misconduct policy' for students and staff.

Providing specialist support from Rape Crisis South London and Survivors UK on campus.

Revising the 'Personal Relationships Code' to address potential abuses of power.

Frequently asked questions

Where can I report issues of bullying, harassment or sexual misconduct?

Further information can be found on the Report + Support site, including all relevant/associated policies and procedures for students and staff.

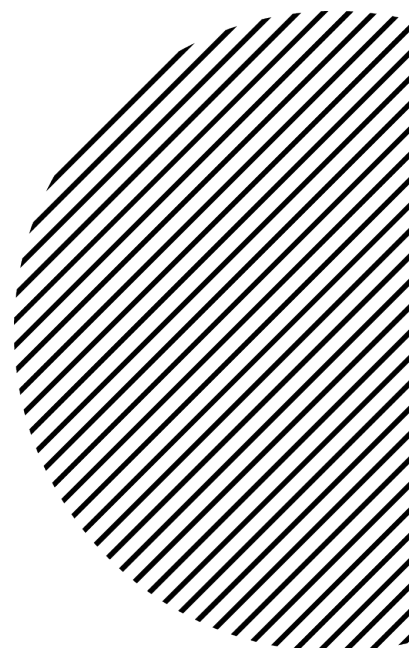
What can I do if I witness unacceptable behaviour?

An active bystander is someone who not only witnesses unacceptable behaviour, but who chooses to act and challenge that behaviour in order to disrupt a potentially problematic situation or keep it from escalating. A bystander can prevent as well as deal with a potential outcome.

If you are a student, you can participate in the Active Bystander program delivered by the UCL Student Union.

If you are a staff member, consider participating in 'Where do you draw the line?' workshop. All information on training is available on the Report + Support site.

You should only challenge behaviour if you feel safe to do so. If it is an emergency call 999 (or 112 from a mobile). If there is no immediate danger you can report it.



What are the four Ds of being an active bystander?

Direct Action

As a bystander, you can directly intervene when you see a situation of street harassment by confronting the situation head on. For example, you can ask the harasser to stop bothering the person they are targeting.

Distraction

As a bystander can take an indirect approach to intervening. For example, if you notice someone being harassed, you can approach them to ask for directions, greet them or check a meeting time or location, thus de-escalating that situation.

Delegation

This is when you seek outside assistance to intervene in the situation. For example, a bystander can seek help or assistance from the police, a public transport worker or another party such as a line manager, personal tutor, HR or Students Unions. For example, the Students' Union UCL will remove perpetrators from their events.

Delay

This is when you wait for the situation to pass, and you check in with the person who was targeted to make sure they are okay. Even if you were unable to intervene at the time, checking in later makes a difference to the person who was harassed.

Remember, the delay tactic is an important step when witnessing any unacceptable behaviour, and it important to do to ensure the person targeted understands the support options available to them.

What's the difference between bullying and firm management?

Bullying

- Sets unrealistic deadlines and constantly moves goal posts
- Refuses to listen
- Fails to support development plan
- Threatens disciplinary action
- Perpetuates a blame culture
- Deliberately ignores an individual's contribution
- Aggressive
- Criticises in front of other colleagues

Firm Management

- Sets realistic deadlines
- Monitors achievement
- Addresses issues proactively
- Gives and receives feedback
- Insists on high standards, but is consistent and fair
- Maintains confidentiality
- Clear about own ideas but doesn't assume they are always right

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