

Dignity@Work

Institute of Astronomy Dignity@Work page

<https://www.ast.cam.ac.uk/dignity.work>

University Dignity@Work page

<https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy>

University Policies and Procedures

Dignity@Work reporting procedure

<https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy/procedure>

Flowcharts for reporting processes

https://www.hr.admin.cam.ac.uk/files/daw_informal_flowchart_final.pdf

https://www.hr.admin.cam.ac.uk/files/daw_formal_flowchart_final.pdf

Formal policy on discipline, grievances, and appeals

<https://www.hr.admin.cam.ac.uk/policies-procedures/disciplinary-action-grievances-and-appeals-0/disciplinary-grievances-and-appeals>

Managing Stress and Promoting Wellbeing at Work Policy

<https://www.hr.admin.cam.ac.uk/policies-procedures/managing-stress-and-promoting-wellbeing-work-policy>

Equal Opportunities Policy

<https://www.hr.admin.cam.ac.uk/policies-procedures/equal-opportunities-policy>

Complaints and Reporting mechanisms

Student complaints/reporting

<https://www.studentcomplaints.admin.cam.ac.uk/>

University Anonymous reporting form

Please note the page is titled 'Student Complaints', but it explicitly states it's for staff and visitors as well

<https://www.studentcomplaints.admin.cam.ac.uk/anonymous-reporting>

University Disciplinary Action, Grievances and Appeals page

<https://www.hr.admin.cam.ac.uk/policies-procedures/disciplinary-action-grievances-and-appeals-0>

Breaking the Silence reporting for harassment or sexual misconduct

<https://www.breakingthesilence.cam.ac.uk/if-you-have-been-affected-harassment-or-sexual-misconduct>

Mediation Service

Confidential process for resolving disagreements; two mediators will help people in dispute to reach a mutually acceptable resolution

<https://www.hr.admin.cam.ac.uk/policies-procedures/mediation-service>

Advice, Support, and Counselling

Counselling options

For students

<https://www.counselling.cam.ac.uk/>

For staff

<https://staff.counselling.cam.ac.uk/>

College-based counselling

<https://www.counselling.cam.ac.uk/cbccouns>

Online chat-based counselling

<https://staff.counselling.cam.ac.uk/other-sources-of-support/qwell-online-counselling-and-well-being-for-adults>

Advice/Support

Students' Union Advice Service

<https://www.studentadvice.cam.ac.uk/>

<https://www.cusu.co.uk/support/students-unions-advice-service/>

Student Sexual Assault and Harassment Advisor

<https://www.counselling.cam.ac.uk/sexual-assault-and-harassment-advisor>

Guidance for students who have experienced harassment or sexual misconduct

<https://www.counselling.cam.ac.uk/sexual-assault-and-harassment-advisor/studentguide>

Supporting Students who have experienced Sexual Misconduct

<https://www.counselling.cam.ac.uk/sexual-assault-and-harassment-advisor/staff-guide-for-supporting-students-who-have-experienced-sexual-misconduct>

If you're accused of harassment or sexual misconduct

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

Breaking the Silence (Harassment and sexual misconduct: Information, support, reporting, and prevention)

<https://www.breakingthesilence.cam.ac.uk/>

Occupational Health Services (including health and wellbeing at work)

<https://www.oh.admin.cam.ac.uk/>

Self-help resources

<https://www.counselling.cam.ac.uk/selfhelp>

Additional support

HR Page on sources of support

<https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy/sources-support>

List of support services, including non-University agencies and organisations

<https://staff.counselling.cam.ac.uk/other-sources-of-support>