

Oncology Harassment Advisors

If you have any questions, please contact your Harassment Advisors or HR.

Jackie Parker NRB
jackie.parker@medsci.ox.ac.uk

Helen Fanyinka ORCRB
helen.fanyinka@oncology.ox.ac.uk

Michael Youdell NRB
michael.youdell@oncology.ox.ac.uk

Eric O'Neill ORCRB
eric.oneill@oncology.ox.ac.uk

Annabelle Ziegler ORCRB
annabelle.ziegler@oncology.ox.ac.uk

Ben Dean ORCRB
benjamin.dean@oncology.ox.ac.uk

Javier Vazquez Planelles Remote
javier.vazquezplanelles
@oncology.ox.ac.uk

Other Support Available

University Harassment Advisory Service:
01865 270760

Email: harassment.line@admin.ox.ac.uk

National Bullying Helpline: 0845 22 55
787

Samaritans: 116 123

<https://www.samaritans.org/>

Other Support Available

For Students

Nightline: 01865 270270

OUSU Student Union: 01865 288466
Email: advice@ousu.org

Student Counselling Service: 01865
270300
<https://www.ox.ac.uk/students/welfare/counselling?wssl=1>

Additional Information

Equality and Diversity Unit Webpages

<https://edu.admin.ox.ac.uk/home>

Occupational Health Webpages

<https://occupationalhealth.admin.ox.ac.uk/>

Union Representatives

<https://edu.admin.ox.ac.uk/internal-and-external-sources-of-advice#collapse1231861>

Contact HR



01865 617389

hr@oncology.ox.ac.uk

DEPARTMENT OF
ONCOLOGY



**Anti-Bullying
Information
for Staff and
Students**



What is bullying?

Bullying is a form of harassment and may be characterised by offensive, intimidating, malicious or insulting behaviour or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Examples of behaviour which may amount to harassment and bullying include (but are not limited to) the following:

- offensive comments or body language
- verbal or physical threats
- insulting, abusive, embarrassing or patronising behaviour or comments
- humiliating, intimidating, and/or demeaning criticism
- open hostility
- deliberately undermining a competent person by overloading them with work and constant criticism
- isolation from everyday work or study place, conversations, or social events
- publishing, circulating or displaying pornographic, racist, sexually suggestive or otherwise offensive pictures or other materials
- unwanted physical contact, ranging from an invasion of space to a serious assault

What to do if you feel you are being bullied?

Refer to the University Policy and Procedure on Harassment and Bullying

This procedure outlines managing Bullying and Harassment both formally and informally.

<https://edu.admin.ox.ac.uk/policies-guidance-and-procedures>

Address with the individual

If you feel able to, you can face the person and say: 'I am sure you are not aware, but when you treat me like this (give examples), I feel bullied. Please stop, or I will have to use the formal grievance process.'

Keep a diary

Whenever you feel bullied, note down the time, place, who was there, what was said, in what tone, and any other actions.

Mediation

Mediation involves both parties sitting with a trained mediator to discuss the issues. Please get in touch with HR for further details.

Undergo training

Anti-Bullying & Harassment and Implicit Bias training is mandatory for our staff. You may also find courses such as Assertiveness and Difficult Conversations helpful. Visit <https://pod.admin.ox.ac.uk/course-listing> for more details

Confide in someone

In the Department of Oncology, there are seven Harassment Advisors who are trained to listen and confidentially support those

who feel they are being bullied. Their contact details are listed within this leaflet.

Alternatively, there is the Harassment Line 270760 or harassment.line@admin.ox.ac.uk for confidential advice.

Refer to Occupational Health

If bullying is having an effect on your physical or mental health, a referral can be made to Occupational Health. Please get in touch with HR for a management referral or details on self-referrals; visit <https://occupationalhealth.admin.ox.ac.uk/referral-service>

Student Welfare and Wellbeing

Specifically designed for students to provide support in a wide range of situations, visit https://www.ox.ac.uk/students/welfare?ws_sl=1 for more information.

Online Stress Manager

The University has a confidential online cognitive behavioural system to help deal with stress, which can be found at <https://www.stressmanagerplus.com/landing/oxford.php>

Formal complaint

If all other actions have failed to resolve the issue, or the situation is sufficiently serious, a formal complaint can be made against the person you feel is bullying you to the Head of Administration and Finance Linda Naughton, linda.naughton@oncology.ox.ac.uk