

Oncology Harassment Advisors

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

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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



**Common
Bullying
Questions
Answered**



Introduction

Bullying is a sensitive subject which can be difficult to raise, particularly when you do not know what is likely to happen. Below are some questions which are regularly raised in relation to bullying.

Common Questions

Will my complaint be confidential?

Yes. Any formal or informal complaint will be dealt with by a small number of select people who will retain confidentiality. You will also be asked to retain confidentiality where appropriate.

Will I be supported if I make a complaint?

Yes. You will be supported by the Department, and you have the right to bring a colleague or union representative to any formal meetings you are invited to. However, should their availability limit the progress of the process, you may be asked to find someone else or to attend a rearranged meeting alone.

Does bullying need to be face-to-face?

No. Other communication mechanisms can be a route for bullying, including the Internet, email, social networking sites, telephone, etc.

Will I be treated differently for raising a complaint?

No. The fact that you are raising a complaint means that you cannot be treated differently because of that complaint. That is victimisation and is an offence under University policy.

Will I be treated differently if I support someone who has complained of bullying?

No. Again, if you are treated differently for supporting someone, this is victimisation and is an offence under University policy.

Will I still receive a reference if I make a formal complaint?

Yes. Whilst this may not be supplied by your direct manager / PI, another member of the Department will supply one. For academic posts, any collaborating PIs or the Head of Department will provide references. For industrial employment, HR will provide a reference.

I have witnessed bullying in others, can I report it?

Yes. All bullying is reportable and once aware we can offer support to the individual. However, if the individual against whom the bullying behaviour was aimed at is not prepared to support your allegations, it may be difficult for the Department to take it further formally.

I am being bullied by someone junior to me. Can I still report it?

Yes. Bullying and harassment can apply to all relationships and not just top-down. Bullying in any direction is wrong.

I have made a complaint, and I feel as though I am wasting my time. Is it worth it?

Yes. It can be frustrating when the action is not visible, and it seems as though nothing has changed. Please rest assured that appropriate action will be taken for every complaint that is received.

Will I find out what action the Department will take?

This is unlikely as any action taken is between the Department and the individual and, therefore, is classed as confidential. However, the Department acts on all allegations of bullying.

Is it possible for bullies to be dismissed?

Yes. However, the process takes time, and several factors must be present. However, sustained behaviour considered to be bullying can lead to dismissal for any employee, from support staff to academics.