

CAMBRIDGE UNIVERSITY MUSICAL SOCIETY

Policy on Harassment and Sexual Misconduct

1. General Policy

1.1 Cambridge University Musical Society (CUMS) subscribes entirely to the University's policies on harassment and sexual misconduct, and to the University's Statement which reads:

There is no place for any form of harassment or sexual misconduct at the University of Cambridge. The University is dedicated to creating and maintaining a safe, welcoming, inclusive and diverse community that nurtures a culture of mutual respect and consideration. All members of the University community must be able to thrive within their roles without fear of sexual violence, abuse, coercive behaviour or related misconduct.

Any form of harassment or sexual misconduct is contrary to the values and ideals of our shared community. Such behaviour subverts the University's mission and core values, and diminishes the integrity and dignity of all parties. The University will continuously work to improve the prevention, response, support and investigation of all instances of harassment and sexual misconduct; and to enable staff and students to make disclosures without fear of reprisal.

The collegiate University's mission can be achieved only by collaboration. All members of the University community have an individual and a collective responsibility to ensure that their professional relationships are sensitive to the imbalances of power that exist within any organisation, and to promote a culture of inclusivity, underpinned by mutual respect.

The University's specific policies regarding student harassment and sexual misconduct can be accessed through related links on the webpage "Breaking the Silence" (<https://www.breakingthesilence.cam.ac.uk/>) .

1.2 Noting that the University's policy is directed towards harassment and sexual misconduct between members of the University, the Society similarly will not tolerate harassment of its members, or sexual misconduct towards them, by non-members of the University engaging in activities with the Society, its members and its musical performers.

2. Handling complaints

2.1 A person alleging harassment or sexual misconduct in a CUMS context may raise a complaint with the Chairman or any member of the CUMS Board of Trustees. The Board will constitute a Monitoring Group, consisting of not less than two Trustees and not more than an equal number of external members. The Monitoring Group will attempt, if possible, to resolve cases at the level of discussion and advice. If the issue is still not resolved after this, the complainant may pursue the matter as follows:

(a) if the Complainant and the person against whom the complaint is raised ("the Respondent") are both members of the University, the Complainant will be advised to pursue the complaint through the University procedures mentioned in paragraph 1.1 above.

(b) if either the Complainant or the Respondent is not a member of the University, the Monitoring Group shall, after consideration of the complaint, recommend the Complainant an appropriate course of action, for example pursuit of the complaint by submission to the police or to the relevant authorities of the institution of which the Respondent is a member.

Approved by the Board of Trustees, Cambridge University Musical Society, 22 February 2018

