



Gender Based Violence

Guidance for Students and Staff

At Glasgow Caledonian University we believe that all members of the University community have the right to study and work without experiencing any form of gender based violence, abuse or harassment. GCU will not tolerate gender based violence in any form. You can read our policy statement at

<https://www.gcu.ac.uk/student/support/supportingourstudents/genderbasedviolence/>

This leaflet has been produced to provide GCU staff and students with some practical advice and support on what you can do if you or someone you know has been the victim/survivor of gender based violence.

This leaflet provides information on how to deal with sexual assault incidents, however, our Gender Based Violence definition (see below) is much wider than this and support and advice on any of these areas is available from our [webpages](#) or by contacting a [First Responder](#).

Definition:

We draw on the Scottish Government's Violence Against Women and Girls Strategy, Equally Safe, definition of gender based violence:

- Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse;
- Sexual harassment and intimidation at work and in the public sphere; commercial sexual exploitation including prostitution, pornography and trafficking;
- Dowry related violence;
- Forced and child marriages;
- Honour crimes;
- Female Genital Mutilation (FGM)

1. Responding to an incident – What to do if YOU have been subject to gender based violence

If you have just been assaulted and there is an immediate risk for further incidents you should:

On campus: call security on 0141 331 3787 or 3787 from an internal phone.

If you need urgent medical help call for an ambulance on 999.

Casualties can also go directly to the 24-hour Emergency Department, Glasgow Royal Infirmary, 84 Castle Street, G4 0ET

Off campus: Call the police on 999.

If you have been the victim/survivor of a serious assault you could:

- Find somewhere safe as you may be in shock.
- Perhaps ask a friend to join you
- Don't drink, eat wash, smoke, brush your teeth, clean your nails, go to the toilet or change your clothes until you decide what you want to do next
- Should you need to change clothing, ensure it is sealed and labelled in a clean paper bag
- Keep any used condom or bedding in a clean paper (not plastic) bag
- Contact the Rape Crisis National helpline on 0808 802 9999 for support and to talk through your options.

Where to get support:

On campus during the day: You can contact a member of our First Responder team. Information can be found [here](#). First Responders will not compel you to take any particular course of actions that you are not comfortable with (as long as no one is at imminent risk of further violence).

On campus during the night: Call security on 0141 331 3787 or contact the police (999-emergency or 101 non-emergency).

You can also call specialist support agencies listed at the bottom of this document.

What to do next:

The choices you have in terms of expert support and advice can vary according to the time and place at which the incident occurred. However, you can seek advice from a number of agencies at any time after the incident – support is not limited to those who choose to make an immediate report. Any decisions made will be yours alone and should be respected.

When deciding what to do next, you should be aware that reporting incidents will not adversely impact on your academic career or visa status.

If the perpetrator is a GCU student, member of staff or visitor to the university e.g. guest lecturer, you can report the incident to the Governance Team who can start an internal investigation: either through the [Student Code of Conduct](#) or the [Complaints Handling Procedure](#) for staff and guest lecturers by emailing sdg@gcu.ac.uk. You do not need to have reported to the police to report the incident to the Governance Team.

A First Responder will help you find out about options available regarding next steps
<http://www.gcu.ac.uk/firstresponders>

2. Responding to an incident – supporting a victim/survivor of gender based violence

If the student/staff member disclosing or others are still at risk from the attacker, or if there has an injury that requires medical attention you should consider the situation to be an emergency and contact security staff (3787) and call 999 for an ambulance and the police. Although you should seek it, you do not need the student/staffs consent in these circumstances.

If you have a concern about a student or staff members' welfare you can speak in confidence to a First Responder who will take advice on conducting a risk assessment from the Student Wellbeing Manager or Director of Student Life.

Creating a safe environment

- If it is not an emergency, offer the student/staff member a safe place
- Inform a colleague if you are with the student/staff member
- Ask whether they would prefer to speak with someone of a different gender
- Assist them by contacting a friend if this is what they want
- Your role is to provide immediate safety and support
- Allow the student/staff member to talk and do not anticipate what the incident involved
- Do not pressure the victim/survivor to disclose particular information

ASSUME NOTHING AND ONLY DO WHAT THE STUDENT/STAFF MEMBER CONSENTS TO

Advise the student/staff member on the preservation of forensic evidence

If they want to report the incident to the police, it is recommended that they should not:

- Wash any part of their body (including hair)
- Brush teeth
- Smoke
- Eat or drink
- Go to the toilet
- Remove or wash any clothing
- Tidy the area where the assault took place

The student/**staff member** should be advised to preserve any possible evidence (text messages, photos etc). Any clothes that have been removed, or bed sheets should be placed in separate clean paper bags with a note of time and date.

Allow them to talk

- Make no assumptions
- Stick to GCU [confidentiality procedures](#)

Reporting to the police

- The student/**staff member** should decide if they wish to report the incident.
- Even though you may not agree – it is not your choice (unless there is immediate risk to the safety of the student/**staff member** or others).
- If the student/**staff member** wishes to contact the police – assist them with contact
- If the student/**staff member** decides not to disclose to the Police, you should provide them with a list of alternative support agencies (see below)

If the perpetrator is a GCU student, students can report an incident to the Governance Team who can start an internal investigation under the [Student Code of Conduct](#), or the [Complaints Handling Procedure](#) for staff and guest lecturers, by emailing sdg@gcu.ac.uk. They do not need to have reported to the police to report the incident to the Governance Team.

Internal and External Support: –

Internal GCU Support Services:

[First Responders](#)

A group of trained GCU and GCUSA staff who can provide non-judgemental listening support and offer guidance on next steps, should you wish.

[Nightline](#)

A confidential telephone, text, and online listening and information service run by trained students for the students of Glasgow Caledonian and Strathclyde Universities.

[PAM Assist](#)

Offer GCU staff access to a free confidential support service with trained counsellors and advisers.

[GCUSA Advice Centre](#)

The Advice Centre provides a free, non-judgemental and confidential service to all GCU students.

[Counselling Service](#)

Provide an easily accessible **counselling** service which is available to all undergraduate and postgraduate students at the university.

[Chaplaincy Team](#)

A dedicated team of volunteer Chaplains who are there to support students' and staff's spiritual wellbeing and provide guidance and support.

[Student Wellbeing Adviser](#)

The Wellbeing Adviser can be the main point of contact following an incident and can provide guidance on next steps and supporting your wellbeing.

External Support Services

[Rape Crisis Glasgow](#)

Rape Crisis Glasgow provides a free and confidential support service to women and girls who have experienced rape, sexual assault, or sexual abuse.

[Victim Support Scotland](#)

Victim Support provides victims with free and confidential emotional and practical assistance and information about the criminal justice system. Trained volunteers and staff deliver this assistance throughout Scotland. There is a Victim Support office in every local authority area.

[Scottish Women's Aid](#)

The Women's Aid network supports women, children and young people, who have experienced domestic abuse across Scotland by promoting women and children's rights, providing services and advice to members and ensuring that services are available to women, children and young people with experience of domestic abuse.

[Abused Men in Scotland](#)

Provide direct support to men experiencing domestic abuse, as well as helping to improve mainstream service responses and campaigning for further inclusion of male victim/survivors in the wider narrative on domestic abuse.

[National Stalking Helpline](#)

This is a national helpline to specialise in providing information and guidance to victim/survivors of harassment and stalking as well as their friends and family.

[Women's Support Project](#)

The Project works to raise awareness of the extent, causes and effect of male violence against women, and for improved services for those affected by violence.

[Hemat Gryffe Women's Aid](#)

The first Asian, Black and Minority Ethnic Women's Aid Group in Scotland. They can provide a whole range of support relating to women, children and young people experiencing domestic abuse.

[Shakti Women's Aid](#)

Provide help for black minority ethnic women, children and young people who are experiencing, or who have experienced, domestic abuse.

[Rape Crisis Scotland](#)

Rape Crisis Scotland provides a national rape crisis **helpline** and email support for anyone affected by sexual violence.

[Archway Sexual Assault Referral Centre](#)

Archway provides sensitive support and physical examination for men and women who have been raped.

[Forced Marriage Unit](#)

For support and advice if you are trying to stop a forced marriage or need help leaving a marriage you have been forced into.

[Women's Rights Centre, Glasgow](#)

Provide free and confidential legal information and advice to women who have or are experiencing abuse or violence.

[Domestic Abuse National Helpline](#)

The Freephone 24 Hour National Domestic Violence Helpline, run in partnership between Women's Aid and Refuge, is a national service for women experiencing domestic violence, their family, friends, colleagues and others calling on their behalf.