



# Snapshot of Sexual Misconduct Policy: Student Support and Report

## 1. Purpose

This summary document outlines the supports available and the procedures to follow if a student reports an incident of sexual misconduct to RCSI. This document is intended to provide a synopsis of the RCSI's Student Sexual Misconduct Policy. The extended version of the policy can be accessed [here](#). Both documents should be read alongside other relevant RCSI policies, which can be found on the Student, Academic & Regulatory Affairs Moodle page.

This document provides information and guidance for RCSI students in cases of alleged sexual misconduct, including sexual harassment and sexual violence. It aims to ensure students feel safe and supported at RCSI.

## 2. RCSI Statement of Commitment and Responsibilities

RCSI is dedicated to creating a learning environment free of sexual misconduct, harassment, and victimisation, where everyone is treated with dignity and respect. RCSI will not tolerate victimisation of anyone making allegations of sexual misconduct, violence, or harassment in good faith or supporting someone to make such a complaint.

This document defines the supports provided to a student who may be a victim of sexual misconduct, helping them identify who to tell about the incident, how to access supports, and offering guidance throughout the process.

RCSI's responsibilities include:

- Implementing policy on alleged sexual misconduct fairly and transparently.
- Providing appropriate support and care for both the injured party and the accused.
- Protecting the natural justice rights of all parties involved.
- Developing best practices and policies in line with Irish and EU legislation.
- Raising awareness and providing advice and training on sexual consent and handling disclosures of alleged sexual misconduct.

RCSI established the Ending Sexual Violence, Supporting Survivors and Promoting Consent (ESP Consent) Forum in 2021 to ensure compliance with the National Consent Framework.

### 3. Scope

This policy applies to all undergraduate and full-time postgraduate students in the Faculty of Medicine and Health Sciences at RCSI. Sexual misconduct is a serious and unacceptable experience for anyone, regardless of age, gender, sexual orientation, ethnicity, or religion.

Sexual misconduct includes crimes of sexual violence, sexual cyberbullying, non-consensual sharing of intimate images, child pornography, stalking, and verbal or physical harassment in a sexual context.

All members of the RCSI Student Community:

- Have the right to be protected under this policy.
- Carry the responsibility to ensure the policy is implemented.

#### 3.1 Definitions

Understanding key definitions helps the RCSI community respond sensitively and appropriately to disclosures of sexual misconduct, harassment, or violence.

- **Sexual consent:** Freely given verbal or non-verbal communication of willingness to engage in sexual activity. Consent must be ongoing, mutual, and preferably verbal. The legal definition in Ireland states that consent is freely and voluntarily given. There is no consent if the victim is asleep, unconscious, under threat, unable to

communicate due to drugs or alcohol, or mistaken about the act or the identity of the other person.

- **Sexual misconduct:** Any unwelcome behaviour of a sexual nature that may be subject to disciplinary proceedings. This includes crimes of sexual violence, cyberbullying, non-consensual sharing of intimate images, child pornography, stalking, and verbal or physical harassment in a sexual context.
- **Sexual harassment:** Unwanted verbal, non-verbal, or physical conduct of a sexual nature that violates a person's dignity and creates an intimidating, hostile, degrading, humiliating, or offensive environment. This can include unwanted physical contact, unwelcome sexual advances, suggestive remarks, and non-verbal conduct like displaying pornographic material or making sexually suggestive gestures.
- **Sexual violence:** A sexual act involving a person without their freely given consent. This includes sexual assault, sexual coercion, rape, and intimate partner sexual violence.
- **Trauma-informed approach:** Services sensitive to the impact of trauma on survivors, focusing on reducing re-traumatisation and providing a supportive environment.

## 4. Support at RCSI

RCSI is committed to providing a safe environment and responding appropriately to all incidents. A range of supports is available to all parties involved in an allegation of sexual misconduct.

Please remember, there is no right or wrong way to feel. Some people report feeling numb, shocked, confused, frightened, fragile, or angry. These feelings often do not last. Whatever you are feeling, remember it is not your fault, you are not to blame, and you are not alone. You should not feel pressured to act in any specific way.

### 4.1 If an Assault Has Just Occurred

The first priority is for you to be safe. Contact the Gardai by ringing 999 or 112, RCSI security (01 402 2219), or others who can ensure your safety quickly. If you need medical attention, call an ambulance.

If you are not in danger and want immediate advice about what has happened, you can access confidential and non-judgemental support by calling the Free National Rape Crisis 24-hr Helpline: 1800 77 8888.

Whether you have physical injuries or not, consider attending a Sexual Assault Treatment Unit (see Appendix 1) or at least be seen by a doctor to ensure your healthcare needs are addressed. Medical support is available via Mercer's Medical Centre during weekdays, Monday – Friday, 9 am to 5 pm. Phone: 01-402 2300.

## 4.2 Who Can Help at RCSI

You may want to take some time to think things through or talk to someone you trust, such as a friend or a member of staff at RCSI (e.g., RCSI Senior Social Workers).

- **Student Welfare Office:**
  - **Email:** swo@rcsi.ie
  - **Social Work led services:** Initial support, signposting to specialist services, assistance with seeking medical help, confidential counselling, filing reports with the Gardaí, and making reports to RCSI.
- **CSAP: Student Assistance Programme with Spectrum Health**
  - You can access Spectrum by visiting <https://rcsi-sap.spectrum.life/login> or by:
    - **Freephone:** 1800 851 340
    - **International:** +353 1 518 0277
    - **WhatsApp:** Text 'Hi' to +353 (0)87 369 0010
- **Mercer's Medical Centre**
  - **Phone:** +353 1 402 2300
  - **Email:** gpreception@rcsi.ie
  - **Services:** Medical care is available Monday – Friday, 9 am to 5 pm.
- **RCSI Emergency Response Number**
  - **Phone:** +353 1 402 2219
  - **Services:** Assistance from RCSI Security Service to help emergency services reach you quickly and direct you to available support services.
- **Dublin Rape Crisis Centre**

- **Free National 24-hr Helpline:** 1800 77 8888
- **Website:** Dublin Rape Crisis Centre
- **Services:** Confidential listening and support for individuals who have been raped, sexually assaulted, sexually harassed, or sexually abused.
- **Sexual Assault Treatment Units (SATU)**
  - **Services:** Immediate medical, psychological, and emotional support, forensic examination if required.
  - **Locations:** Various locations across Ireland, including Dublin, Cork, Donegal, Galway, Mullingar, and Waterford.
  - **Contact Details:** Available in Appendix 1 of the extended policy document.

## 5. Reporting an Incident of Sexual Misconduct

RCSI encourages all students to report incidents of sexual misconduct. Support and advice are available to help students decide whether to formally disclose the name of the accused and submit a complaint.

Options for reporting include:

### 5.1 Formal Reporting to RCSI

- **Making a Formal Complaint to RCSI**
  - **Process:** Complaints should be made in writing to the Associate Director for Academic Affairs.
    - **Disciplinary Regulations:** Complaints against students will be dealt with under the student disciplinary regulations.
    - **If the Complaint is Against a Staff Member:** The Associate Director will forward the complaint to Human Resources (HR) and investigated under RCSI Grievance procedures.
- **Anonymous Reporting through Speak Out**
  - **Tool:** Speak Out ([rcsi.speakout.ie](https://rcsi.speakout.ie))
  - **Purpose:** Allows anonymous reporting of bullying, cyberbullying, harassment, discrimination, hate crime, coercive behaviour, stalking, assault, sexual harassment, sexual assault, and rape.

- **Support:** Provides a list of bespoke supports based on user engagement with the tool.

## 5.2 Formal Reporting to Gardaí (Police)

- **Making a Formal Complaint to the Gardaí**
  - **Process:** Gardaí will take relevant information and statements, arrange for a medical and forensic examination at a Sexual Assault Treatment Unit (SATU).
  - **Support:** Option to be accompanied by a volunteer from the Rape Crisis Centre.

## 6. Policy Review Procedures

This policy will be continuously assessed and evaluated, with a review at least once every three years.

## 7. Appendices

- **Appendix 1:** Contact details for Sexual Assault Treatment Units (SATUs) in Ireland.
- **Appendix 2:** Context and Legislation



# Report and Support Pathways to Address Incidences of Sexual Misconduct

