Sexual Harassment Risk Assessment – University of Glasgow (UofG-wide)

This risk assessment supports the University in its responsibility to protect all workers from sexual harassment in the course of employment and is part of a broader framework of measures. This risk assessment will be reviewed annually and takes an over-arching view across the University.

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Date of Last Review	August 2025	Next Review Date	August 2026

Risk Identified	Risk Description	Measures in Place	Risk Level (*Low*/ *Medium*/ *High*)	Further measures? *(and potential impact on Risk Level)*
Lack of awareness around expected standards of behaviour	The University is a large employer with a diverse staff group, both in terms of demographics but also work types and job families. The University recognises that some staff groups are more at risk than others and that a robust and clear	The University has an extensive framework spanning values and behavioural expectations, including the Dignity At Work & Study Policy, Expected Behaviour Policy, Personal Relationships Policy and the	Medium	The University's robust framework leaves it in a strong position in terms of outlining expected standards of behaviour. These are well articulated and reinforced across different 'touchpoints' but are largely in written policy/web form. Bespoke training would enhance this further and whilst the Diversity In the Workplace mandatory training is in place

	framework of behavioural expectations (including reporting routes) is essential to protecting against harassment (including sexual harassment).	Code of Professional Conduct. Related policies are located across relevant webpages and periodic communications and campaigns (e.g. Together Against Gender-Based Violence) remind and refresh colleagues of their contents. All new colleagues cover these as part of their mandatory induction. In additional, mandatory training includes 'Diversity In the Workplace' training, aligned in particular to our Dignity At Work & Study Policy and training on our Code of Professional Conduct which outlines our minimal behavioural expectations. EDI, P&OD Business Partners and the Case Management Hub are also well placed to monitor any emerging trends or developments (e.g. new reports or case management data) and can drive		already, tailored sexual harassment prevention training would help to give additional assurance that colleagues have viewed (and ideally understood) the required content. **Action** **Integrate sexual harassment training within current training suite** *(Responsible – EDI, Due – August 2026)* **Potential impact on Risk Level:** Medium to *Low*

		appropriate action in response.		
Lack of awareness of report/support resources	Well-established resources are in place (including the Report and Support webpages) but the University is a large employer which shares a lot of information therefore it is important that these resources are not lost or misunderstood. It is also important to be aware that our staff cohort is constantly changing, and must be aware both of the standards expected of them and also of reporting mechanisms so that they feel able to speak up if they experience unacceptable behaviour.	The University has an established mechanism for staff (and students separately) to access support or to report sexual violence or harassment ([report/support web pages](#)). Policies/documentation across the framework signpost individuals to these resources at appropriate touchpoints therefore the mechanisms are well signposted. Periodic campaigns (e.g. Together against GBV) are highly-visible across multi-channels (from posters to web and social media). Individuals may choose to seek support (or report) via other channels such as the [Grievance Policy](#) or otherwise seek advice (People & OD colleagues will	*Low*	The risk in this area is low, but this should not lead to complacency as it is the regular review and focus on signposting/proactive communications that ensures this risk remains low and that individuals remain aware of where they can go to access support or to report sexual harassment. Where data indicates any emerging trends (local or otherwise), this may trigger a more immediate exercise to increase awareness (e.g. in a given area). **Action** **Ensure periodic communication and signposting as appropriate (driven by data/insights where relevant)** *(Responsible – EDI, Due – Cyclical & ongoing)* **Potential impact on Risk Level:** Maintain *Low risk level.*

		also support individuals where this occurs, or may support managers). The Respect Advisers Network is also in place, offering another route to support.		
Power Imbalances	The University has an established grade structure and with it, like most organisations, a hierarchy of roles. Alongside this, the University utilises a broad range of contract types, including a mix of temporary and/or low hours workers (including students with employment contracts) all within a diverse colleague community. As a large employer, there is also a significant amount of ongoing recruitment, and thus a large number of new recruits at any given point in the year. These elements are important to be aware of as power imbalances exist in the workplace and may be stronger across these examples. Where these imbalances exist, they can create greater risk of exploitation and/or it may be more	The frameworks described above are well-established and designed to build both awareness and understanding of expected standards of behaviour whilst at the same time outlining how individuals can access support or report incidents of harassment. The University also implemented a Personal Relationships Policy which is relevant in this space. Whilst this framework is well-established, the same risks exist in terms of its visibility (and signposting) so that individuals remain aware of its existence, both in terms of understanding expected and	Medium	The risk is likely low across the majority of the University, but higher-risk in certain environments (with greater concentrations of those groupings/environmental factors described). Linked to above (Lack of Awareness), and in consideration of what impacts the risk level (lack of awareness of support, fear of speaking out), if measures are taken to promote the framework (linked to other actions) and also to enhance the framework through bespoke training (as above) then these measures will serve to reduce the risk level overall. **Integrate sexual harassment training within current training suite** *(Responsible – EDI, Due - August 2026)* **Maintain appropriate communications/visibility of relevant framework elements (as per actions above).** *(Responsible – EDI, Due – Cyclical & ongoing)*

	difficult for individuals to speak up for fear of potential consequences.	acceptable standards of behaviour but also where to go to report harassment or to access support.	**Potential impact on Risk Level:** Medium to *Low*
Lone/Late/ Isolated Working *(also see 'Travelling for work')*	Depending on the nature of different roles across the University, or the building/office environment, some individuals may face an increased risk of sexual harassment through working alone and/or working late. Linked to 'Travelling for work', this could include a greater risk in specific off-site venues such as in hospitals, schools or on field trips etc (i.e a combination of being off site and potentially lone-working).	As described above, the University has a robust and well-established framework in place, designed to ensure understanding of expected standards of behaviour whilst at the same time outlining how individuals can access support or report incidents of harassment. Colleagues are also actively encouraged to utilise the SafeZone (Critical Arc) app, particularly in circumstances where lone or late working are involved. This offers a route to call for immediate help from Campus Security, including options to 'check in' periodically.	Medium overall but may be higher on a local basis where lone or late working exists.	The risk is likely low across the majority of the University, but higher-risk in certain environments (e.g. due to shift patterns or environmental factors described). Linked to above (Lack of Awareness, Power Imbalances), and in consideration of what impacts the risk level (lack of awareness of support, fear of speaking out), if measures are taken to promote the framework (linked to other actions) and also to enhance the framework through bespoke training (as above) then these measures will serve to reduce the risk level overall. **Actions** **Integrate sexual harassment training within current training suite** *(Responsible – EDI, Due - August 2026)* **Maintain appropriate communications/visibility of relevant framework elements (as per actions above),** *(Responsible – EDI, Due – Cyclical & ongoing)*

			Ensure periodic promotion of the SafeZone app *(Responsible – Campus Security, Due – Cyclical & ongoing* **Potential impact on Risk Level:** Medium to *Low*
Travelling for work	Building on lone/late working (above), travel (not necessarily lone travel) could bring additional risks of sexual harassment. The University has no control over other environments therefore the robust UofG framework is typically not in place* for third parties or in other environments (which in many cases will be overseas and may bring unique challenges due to different laws and/or cultural differences). Some cultures may tolerate attitudes, behaviours or stereotypes which may lead to women (and other groups) being more vulnerable to sexual harassment. *An exception would be colleague on colleague or student on colleague harassment, where UofG*	Although the University's own policies may only fully apply in limit circumstances (e.g. colleague on colleague harassment), they still highlight acceptable levels of behaviour and awareness of the established reporting facilities and routes to support are vitally important here to ensure that travelling colleagues who encounter sexual harassment might identify and report it in order to access support. Risk are also controlled via two distinct travel risk assessments overseen by the Safety and Environmental Protection Service (SEPS). The 'Generic Low Risk Travel	*Low* overall due to % of staff who travel, but will be higher in local areas.	Measures are in place as described, including policy and reporting tools as well as layered travel risk assessments. Although the travel risk assessments already account for lone working and cultural differences, these could be further enhanced through the specific mention of sexual harassment under these themes (or any other identified related points). **Actions** **Review travel risk assessments to ensure specific attention placed on sexual harassment risk** *(Responsible – SEPS, Due – October 2025)* **Potential impact on Risk Level:** *Low* to *Low*

	policies would still apply regardless of location.	Assessment' and the 'Trip Specific Travel Risk Assessment' serve to assess a broad range of travel-related risks. These also require trips to be registered on UofGs Travel Approval Portal (TRICAP) and flag a recommendation to download the SafeZone app (mentioned previously). These steps ensure the University can offer emergency support should any incidents arise. Lone working and cultural differences are accounted for in the current drafts.		
Lack of Diversity/Under-representation	UofG is proud of its diverse workforce and it is at the heart of our values to create an inclusive community, advocating for diversity and believing in variety as a vital part of a healthy university. We recognise however that a lack of diversity in senior or managerial roles in particular can exacerbate power imbalances (mentioned	As described above, the University has a robust and well-established framework in place, designed to ensure understanding of expected standards of behaviour whilst at the same time outlining how individuals can access support or report incidents of harassment.	*Low*	The risk is assessed as low overall, but noted actions above play a role here in continuing to ensure effective implementation of the existing framework. **Actions** **Integrate sexual harassment training within current training suite** *(Responsible – EDI, Due - August 2026)*

	above) and potentially lead to women or other under-represented groups being more vulnerable to sexual harassment.	Periodic communications and campaigns (e.g. Together Against Gender-Based Violence) remind and refresh colleagues of key policy contents. All new colleagues cover these as part of their mandatory induction. In additional, mandatory training includes 'Diversity In the Workplace' training, aligned in particular to our Dignity At Work & Study Policy.		**Maintain appropriate communications/visibility of relevant framework elements (as per actions above),** *(Responsible – EDI, Due – Cyclical & ongoing)* **Potential impact on Risk Level:** *Low* to *Low*
Third-Party Contact	The University is a large employer and whilst a significant proportion of colleague contact will be with other colleagues, the nature of our campus and operating environment means that colleagues will inevitably come into contact with third-parties. In some areas this will be significantly more common than in others. Third-party contact will include students, given the University environment, but could also include contractors, suppliers, visitors and members of the public.	As noted, students (as third-parties, are part of the UofG community and are therefore aware of (and subject to) behavioural expectations outlined under the robust framework described above, including the Dignity At Work and Study Policy. Students are also targeted through awareness raising campaigns. In any event, colleagues who may encounter sexual harassment should be aware	*Low* overall but may be higher in local areas with increased contact with non-student third-parties.	The assessed risk is low given the majority of third-party contact is with students, where other dynamics of that relationship plus student awareness of expectations as part of our community all play a part in minimising risk. The University however has limited control over the policies and expectations of other employers (i.e. who may supply servicers or contractors) and less so over members of the public who may access our campus. The scale of our staff group means that areas of high contact levels with these group is very low (but local areas should be aware of elevated risks where they exist).

		of available report/support options.		Consideration should be given to raising awareness of expected standards on campus, for example via Procurement processes at the point of engagement.
	Colleagues with higher levels of contact with third-parties (who will not be aware of or subject to the University's robust framework of measures as described under other items) may be at higher risk of sexual harassment. This risk is lower when considering students as third-parties, as they are members of the UofG community. Although student on staff sexual harassment is possible, the dynamics at play (including balance of power) lead to this risk being low.			**Actions** **Engage with Procurement Dept to assess opportunities to flag behavioural expectations in and around campus** *(Responsible – Policy & ER, Due – October 2025)* **Potential impact on Risk Level:** *Low* to *Low*
Availability of alcohol at work events	Colleagues attending events where alcohol is supplied/consumed are at a greater risk of sexual harassment as alcohol can impair judgement and lower inhibitions. This may lead to individuals behaving in ways that they would not if they were sober. The risk may also be greater if attending an event whilst travelling (e.g. at another organisation or institution).	The University's robust and well-established framework is in place leading to a broad understanding of expected standards, related policy positions and awareness of report/support mechanisms. Whilst alcohol may impair judgement, this framework goes some way to ensuring standards are understood (or for support to be accessed if required).	Medium	The scale of events with alcohol is relatively low against the size of our workforce, with particular peaks such as during the festive season, but where it does occur the risk is greatly increased therefore it is assessed as medium risk overall. There is no bespoke touchpoint for managers organising events, however the University's framework is broad therefore with the other measures listed below this should continue to ensure that the risk remains low. Consideration should be given to aligning periodic promotion of the framework (inc policies and routes to

				report/support) to pre-empt higher-risk periods such as the festive season. **Actions** **Integrate sexual harassment training within current training suite** *(Responsible – EDI, Due - August 2026)* **Maintain appropriate communications/visibility of relevant framework elements (as per actions above),** *(Responsible – EDI, Due – Cyclical & ongoing)* **Potential impact on Risk Level:** Medium to *Low*
Local/ National events raising tensions	Local or national events may raise tensions, polarise opinions and/or create potential divisions. This can create an environment where individuals are more likely to assert beliefs more strongly which can result in more hostile behaviours out-with the norm, particularly in diverse workplaces with differing perspectives. In such environments, the risk of sexual harassment may be greater.	The University has a robust framework in place spanning related policies and behavioural expectations as well as well promoted routes to reporting and support mechanisms. These positions are established regardless of other environmental factors (external or otherwise).	*Low*	Due to the framework mentioned, particularly the expected standards of behaviour (Code of Professional Conduct) the assessed risk is low. As is similar across numerous items, the current framework may be enhanced (and complemented) through the delivery of bespoke anti-sexual harassment training and ongoing/periodic promotion of framework elements to ensure they remain visible and understood. **Actions** **Integrate sexual harassment training within current training suite**

				(Responsible – EDI, Due - August 2026) **Maintain appropriate communications/visibility of relevant framework elements (as per actions above),** *(Responsible – EDI, Due – Cyclical & ongoing)* **Potential impact on Risk Level:** *Low* to *Low*
Use of unofficial/ non-work social media channels	Colleagues/Teams may utilise unofficial/non-work social media channels to keep in touch (e.g. WhatsApp). In doing so there is the potential for the blurring of boundaries, including messaging outwith work time and the sharing of jokes or memes. This in itself may not be inappropriate, but the blurring of boundaries could increase the risk of sexual harassment, including individuals saying things they may not say in work.	The University has a robust framework in place spanning related policies and behavioural expectations as well as well promoted routes to reporting and support mechanisms. These positions are established regardless of other environmental factors (external or otherwise). Whilst not specifically targeted at sexual harassment, the University also has a Social Media Policy which outlines expected standards and how to access support (with many links to the Dignity At Work & Study Policy in particular).	Medium	Due to the nature of unofficial/non-work social media channels (and past examples of issues arising in these forums) this is assessed as a medium risk area. Again, the risk could be lowered through building on the existing framework to implement bespoke training and to ensure periodic promotion of framework elements (particularly with consideration given to a thematic approach, perhaps focusing on social media). **Actions** **Integrate sexual harassment training within current training suite** *(Responsible – EDI, Due - August 2026)* **Maintain appropriate communications/visibility of relevant framework elements (as per actions above),** *(Responsible – EDI, Due – Cyclical & ongoing)*

				Potential impact on Risk Level: Medium to *Low*

Risk Assessment Summary

While each risk warrants awareness individually, there are natural recurring themes. The University already has a well-establish and robust framework spanning values and behavioural expectations, including the Dignity At Work & Study Policy and the Code of Professional Conduct.

Related policies are located across relevant webpages and periodic communications and campaigns (e.g. Together Against Gender-Based Violence) remind and refresh colleagues of their contents. All new colleagues cover these as part of their mandatory induction. In additional, mandatory training includes 'Diversity In the Workplace' training, aligned in particular to our Dignity At Work & Study Policy.

Particular progress was made on the back of the Independent Review of the University's approach to addressing Gender-Based Violence (led by Morag Ross KC), originally announced in October 2021. Although the current framework goes a long way to minimising risk across the above risk themes, it is recognised that progress will continue and the actions identified below will play a role in further reducing risks, complementing the broad spectrum of work already undertaken.

Identified Action	Responsible Area	Due Date
Integrate sexual harassment training within current training suite	EDI	August 2026
Ensure periodic communication and signposting as appropriate (driven by data/insights where relevant)	EDI	Cyclical & ongoing
Ensure periodic promotion of the SafeZone app	Campus Security	Cyclical & ongoing
Review travel risk assessments to ensure specific attention placed on sexual harassment risk	SEPS	October 2025
Engage with Procurement Dept to assess opportunities to flag behavioural expectations in and around campus	Policy & ER	*October 2025*