

INDEX

- Absolute Research, 7, 11
Academic staff
 juniors staff, 51–53
 professors, 52
 teaching staff, 31, 57, 152–153
Advisory Conciliation and
 Arbitration Service (ACAS),
 14, 108–109
Advocates, 44, 189, 208, 235–236
Ahmed, Sara-Director of Feminist
 Research at Goldsmiths
 University, 96
Alcohol
 and consent, 39–40
 drunkenness, 34
 effect of, 40
Alienation, 161
Ambassador programme, 178
American Health Care, 179
Angiolini, Elish, 44, 52–53
Anglia Ruskin University, 125–126
Appeal, right of, 122, 126, 205
Argentina, 155
Aristotle, 168
Arts Council of Great Britain,
 The, 138
Attenborough, David, 177
Australian Human Rights
 Commission, 18
Baird QC, Vera-Victims’
 Commissioner, 31, 61,
 112, 126, 146–147,
 223
Banter, 40, 74, 147
Barber, Michael-chair of OfS, 8
Bartoli, Marion, 168
BBC
 BBC News Reports, 26
 File on 4, 100, 223–224
 investigation, 32
Beer, Janet, 16, 67
Bennett, Alan, 38–39
Bill’s New Frock, 188
Birmingham University, 102, 183
Bisexuality, 8
Bishop’s Mill Pub, Durham, 33
Boar, The, 35–36
Bola, JJ, 166, 173–174
Boston Marathon, 168
Bristol University, 97
British Board of Film Classification,
 166
British Heart Foundation, 234
Brook, 7
Brunel University, 61, 115–116
Buckingham, Julia, 16–17, 61, 190
Buckley-Irvine, Nona, 149
Bullington Club, The, 39
Burnell, Jocelyn Bell, 138
Bystander
 intervention, 184–185
 training, 182, 184–185, 230–231
Cambridge Analytica, 155
Cambridge University, 97, 100,
 102–103, 105, 111, 178,
 204
Campaigns
 coalition, 239
 hub of, 237
 local, 234–235, 240
 national, 6, 235
Canadian Parliament, 155
Cancer Research, 234
Cardiff University, 183
Central Lancashire University, 151
Chapman, Emma, 25, 99

- Charities, 108–109, 138
 Chief Executives of companies, 137
 Children's Commissioner, The, 151
 Clifford, Max, 108
 Closed community, 144–145, 176, 207
 Clubs
 officers of clubs, 209
 rugby clubs, 148, 185
 sports clubs, 58, 148, 209
 Communications, 76–79
 Complainants
 gender of, 235–236
 needs of, 127, 239
 rights of, 205
 Complaints
 anonymous, 116
 record, 22–23
 sexual abuse, 8–9, 24
 sexual assault/rape, 66
 sexual harassment, 201
 Confidence and self-esteem
 Consent
 nature of, 208
 training, 44, 178–182
 workshops, 178, 179
 Conservative Party, 39
 Corbyn, Jeremy, 169
 Corpus Christi College, Oxford, 1
 Coventry University, 8
Culture Change. See Universities UK (UUK) publications
 Daily Mail, 97
 Dandridge, Nicola
 when Chief Executive of OfS, 228
 when Chief Executive of UUK, 13, 229
 Darwin, Charles, 164
 Data Protection Act, 78
 Desert Island Discs, 49
 Detachment
 detached tone of procedures, 196
 of senior managers, 196
 Dignity, 14, 176, 243
 Dignity Advisors, 115
 Dobson, Andrew, 97
 Donellan, Austen, 65–66
 Drucker, Peter, 206–207
 Dunn, Peter-Director of Press and Media, Warwick University, 27–28
 Durham University, 5–7, 33, 35, 95, 97, 148, 167
 Duty of care, 65, 112, 196
 Dweck, Carol, 189–190
 Edinburgh University, 178
 Education Select Committee of House of Commons, 240
 Empowered Campus, The, 146
 End Violence against Women Coalition, 5, 224
 Enforcement of policies and procedures, 224
 Equality and Human Rights Commission (EHRC), 231–232
 Equality and inequality
 in Britain, 137
 in universities, 137
 Essex University, 99
 Evening Standard, 99
 Fat Girl Rodeo, 35
 Feminism, 174
 Fenton, Kevin, 29
 Fenton, Rachel, 230–231
 Fiction, role of, 188–189
 Field, Mark, MP, 168
 Field trips, 46–48
 Finance Directors of companies, 137
 Financial Times, 155
 Fine, Anne, 188
 Fraenkel, Eduard, 1
 Freedom of expression, 84, 145
 Freedom of Information request authors
 authors' letter to universities, 4
 nature of authors' request, 107–109
 results of authors' request, 20
 BBC, 101
 Guardian, 152–153
 Friendship groups, 56, 214

- FRIES, approach to issue of consent, 179
- Funding of universities, 141
- Galloway, Scott, 155
- Gays, 15
- Gender
 - bias, 2
 - discrimination, 170
 - pay gap, 137–138, 138
 - studies, 70
- GenPol, 182, 235–236
- Giugni, Lilia, 182
- GMB trade union, 237
- Goodlad Initiative, The, 185–186, 211
- Government intervention
 - 2016 approach to UUK, 4, 13
 - disadvantages of, 225
 - selective approach to, 225
- Government Minister for Universities, 26
- Greenfield, Susan, 189
- Greenpeace, 168
- 1752 Group
 - foundation, 236
 - Power in the Academy: staff sexual misconduct in UK Higher Education.* (With NUS), 7–8
 - Silencing Students: Institutional responses to staff sexual misconduct in UK Higher Education,* 26
- Guardian, 6, 38, 80, 96–97, 102, 103, 152–153, 171, 228
- Guild of Higher Education (GuildHE), 200
- Guilt, 54–55
- Guinness, Dan, 185, 211
- Hallien, Pierre, 186
- Halls of residence, 128, 146
- Hall, Stuart, 108
- Harasser, pass the, 83
- Harassment advisors, 205–206
- Harman, Harriet, 45
- Harris, Rolf, 108
- Hart, Celia, 180–181
- Heads of department, 154
- Hidden Marks.* See National Union of Students (NUS) publications
- Hinds, Damian, 140
- Historic cases, 118
- Hite, Shere, 164
- Hogg, Robert, 148
- Homophobia, 149–150
- House of Commons, 155, 240
- Huffpost, 180–181
- Human Resources Departments (HR)
 - attitude of, 157–158
 - criticism of, 88
 - work of, 89
- Hymas, Charles, 166
- Independent Sexual Violence Advisor (ISVA), 182
- Independent, The, 6, 96, 154, 156, 183, 194, 224, 239
- Information gap, 15–18
- Initiation tests, 36
- Insecurity, 143–144, 158
- Inverdale, John, 168
- Ireland, 155
- ITN, 137–138
- Jackson, Clare, 101
- Javid, Sajid, 3
- Johnson, Boris, 39, 169
- Johnson, Jo, 3
- Judges, 78, 165
- Katehatis, Alexandra, 151
- Keble College, Oxford, 39
- Keele University, 94, 97
 - Sexual Violence and Support Team, 114
- Kelly, George, 190
- Kemp, Gene, 188
- Kennedy, Helena, 183
- King's College, London, 65–66
- Kingston University, 60–61
- Klute Nightclub, Durham, 33

- Lad culture and laddism, 36, 147–150, 238
- Lady Margaret Hall, Oxford, 1
- Lamb Sir Norman, MP, 60
- Lawlor, George, 182
- Leadership, 4, 154, 240–241
- League tables, 141, 194–195
- Leicester University, 58, 100
Leicester#MeTooOnCampus, 234–235
- Lester, Julius, 170
- LGBT, 150, 170
- Liberal environment of universities, 57
- Lodge, David, 1–2
- London, 25, 87–88, 111, 235
- Lorenz, Konrad, 164
- Louisa, 32
- Louise. *See* FRIES, approach to issue of consent
- LSE, 148–149
- Lucky Jim*, 1–2
- Manchester University, 176
- ManMade*, 137, 139, 168
- Mansfield College, Oxford, 183
- Mansion House, 168
- Marketisation and commercialisation of universities, 142–144
- Martin, Sally, 139
- Masculinity and manhood
male entitlement, 2
male stereotypes, 190
masculine identity, 40
pressure on men, 87–88
- Master's Degree, 10
- Media, 5–6, 10–11, 27–28, 45, 93–106, 111–112, 156, 225
- Mediation, 77, 123, 202
- Melbourne University, 172–173
- Members of Parliament (MPs), 137
- #MeToo Movement, 59, 74, 156, 234
- Millionplus, 200
- Morris, Desmond, 164
- Motivation, 192–193
- National Union of Students (NUS)
campaigns, 3
publications
Hidden Marks, 2010, 60, 238
Power in the Academy: staff sexual misconduct in UK Higher Education (With 1752 group), 2018, 237–238
Sexual Violence in Further Education, 2019, 238
That's What She Said (with Alison Phipps), 2014
- National Union of Students (NUS)
publications, 3, 33, 64, 170
- Neoliberalism, 142
- Newcastle University, 183–184
- New York University (NYU), 155
- Non-Disclosure Agreements (NDAs)
BBC revelations about NDAs, 26
Emma Chapman and NDAs, 25
Goldsmiths and NDAs, 96
- Northumbria University, 60–61
- Office for Students (OfS)
equivalent in Wales, 229
legal powers of, 228
regulatory framework, 227–228
welfare of students and, 227–229
- Olivearius, Anne, 153
- Oregon. *See* Harasser, pass the
- Oriel College, Oxford, 132
- Outsourcing, 142–143, 158
- Oxford University, 1, 39, 180, 186–187
- Page, Tiffany, 40, 44, 152
- Parliament, 137, 240
- Penis, 40, 149–150, 164–165
- Perception, 90
- Perpetrators (and alleged perpetrators), 32–37, 41, 80–84, 108, 112, 152, 156
- PhD
students, 49–51
supervisors, 49
- Phipps, Alison, 36, 142, 209

- Pinsent Masons, Solicitors, 67
 Plagiarism, 56–57
 Plato, 86
 Pleck and Sawyer, 165
 Police
 attitude to university disciplinary
 action, 131–132, 153
 Metropolitan Police, 115–116
 Policies
 dignity and respect, 200–201,
 203, 207, 209
 equality and diversity, 176
 sexual harassment and abuse,
 128–129, 134, 200
 welfare policies, 227
 Pornography, 37–38, 150–152,
 165–167
 Postgraduates, 5, 8, 35, 94–95, 212
 Power
 abuse of, 217
 imbalance of, 213–214
 Predators, 1, 3, 41, 43, 106,
 152–153, 216
 Prevalence of sexual abuse, 11
 Price, Hannah, 94
 Private lives, 212, 214
 Procedural justice, 112–113, 126
 Procedures, 107–135
 anti-harassment and bullying,
 203
 complexity, 120–121, 157–158
 dignity at work and study, 176
 disciplinary, 88, 119, 127,
 232–233
 grievance, 119
 legalese, 120–121, 202
 not written for complainants, 205
 sexual harassment and abuse, 134
 student complaints, 77, 119, 127
 student conduct, 119
 Professors, 41, 138, 140, 152
 Public agencies, 230–232
 Public Health England, 5, 230
 Public relations (PR) and publicity,
 207
 Pull A Pig, 35
 Purnell, Sonia, 169
 Pye, Annie, 154
 Queen Mary and Westfield College,
 66
 Queer, 8, 149–150
 Racial harassment in higher
 education, 231
 Ramakrishnan, Venki, 49
 Rapunzel, 188
 Regulations. *See* Procedures
 Report and Support, 117, 120–121
 Reporting sexual abuse
 anonymous reporting, 75, 105,
 116–117
 under-reporting, 9–10, 22–23,
 74–75, 105, 203, 236–237
 where to report, 4, 238
 Reputational damage, 24, 26–27,
 71–72
 Reputation of universities, 20, 25,
 29, 71–74
 Research organisations, 232–234
 Revolt Sexual Assault, 6–7, 9–11, 97
 Risk assessment, 95
 Roman Catholic Church, The, 6
 Rugby, 147–149, 179, 185–186
 Sanctions, 55, 177
 Sarah Green, 5, 69, 224
 Sathyamurthy, T.V., 45
 Saville, Jimmy, 3, 108
 Scandals reported in the media
 Birmingham University, 102
 Bristol University, 97
 Cambridge University, 97
 Durham University, 96
 Essex University, 99
 Exeter University, 94
 Goldsmiths, London University, 96
 increase in reports, 97
 Keele University, 94
 LSE, London University, 148–149
 mismanagement, 21
 Sussex University, 94–95
 Trinity Hall, Cambridge
 University, 101
 University College, London
 University, 106
 Warwick University, 98

- S4 Capital, 155
 Schools, 38, 186–188
 Security staff
 role of, 146
 training of, 115–116
 Segal, Lynne, 38–39, 162, 173
 Semple, Jack, 168
 Serial offenders, 101, 152
 Sexual Harassment and abuse
 banter, 40, 74, 147
 flashing, 3, 34, 146
 flirting, 74
 groping, 1, 3, 5, 34, 146
 kissing, 3
 rape, 27, 32, 36, 64
 stalking, 3, 60
 touching, 1, 3, 5, 65
 verbal abuse, 65
 violent assault, 10, 88
 Sexual harassment at work, 231
 Single sex education, 38–39
 Skidmore, Chris, MP, 26
 SOAS, London, 178
 Social media
 Facebook, 35–36, 155
 Rapechat
 Snapchat, 97, 234–235
 YouTube, 171
 Sorrell, Martin, 155
 Specialists, sexual abuse
 numbers appointed
 shortage of, 115
 training of, 115, 244
 Sponsorship, 71, 85
 Sports, 58, 148, 162, 178, 209
 Srivastava, Kalpana, 170
 Star performers, 84, 85
 St Hugh's College, Oxford, 44,
 52–53, 132
 St John's College, Oxford, 205–206
 Stone, Norman, 1
 Student Room, The, 6–7
 Student services, 24, 70, 95, 115
 Sun, The, 7
 Surveys
 Brook, 7, 9–10
 local, 11, 12
 need for authoritative, 193–195
 NUS/1752, 9–10
 Revolt Sexual Assault, 6–7
 Sun newspaper, 7
 Youthsight (The Telegraph),
 5, 11
 Sussex Men's Rugby, 179
 Sussex University, 5, 94–95, 142,
 179
 Swain, John, 187–188
 Swetman, Joshua, 168
 Switzer, Kathrine, 168

Tab, The, 182
 Taskforce of UUK, 4–6
 Taulke-Johnson, Richard, 150
 Telegraph, The, 4–5, 36, 93, 166
 Tenure, security of, 143
 #ThisIsNotWorking Alliance, 238
 Thunberg, Greta, 177
 Times, The, 58, 96
 Trades Union Congress (TUC),
 238, 240
 Trinity Hall, Cambridge, 101
 Trump, Donald, 154–155
Turbulent Term of Tyke Tiler,
The, 188–189

 UCL, University College, London,
 97, 99, 180
 Unison, 237
 United Church, 169
 United Nations (UN), 175
 Unite the Union, 237
 Universities Australia, 17–18
 Universities UK (UUK)
 attitude to commissioning a
 survey, 19
 budget, 19
 chief executive, 13, 229
 nature of, 224
 president, 16
 publications, 3, 16, 67, 194, 224
 Changing the culture: Report
 of the Universities UK
 Taskforce examining
 violence against women,
 harassment and hate crime
 affecting university
 students, 2016, 4

- Tackling gender-based violence, harassment and hate crime: two years on*, 2019, 228, 235–236
Tackling online harassment and promoting online welfare, 2019, 16–17
 staff of, 194–195, 228, 235–236
 University and College Union (UCU), 6, 32–33, 152, 237–238, 244
 University College, London, 25
 University of Bath, 21
 US President, 15
- Valois, Ninette de, 139
 Verkaik, Robert, 39
 Vice Chancellors, 12–13, 19, 65, 109, 183, 193, 199, 243
 Victim/survivors, 31, 34, 41, 52, 79, 89–90, 105, 117–119, 199, 227
 Victoria Derbyshire Show, 182
 Virgo, Graham, 98
- Wagener, Karli, 58, 100
 Wales
 minister for education, 229
 Welsh Government, 226–227, 229
- Warwick University, 27, 35–36, 80, 98, 181–182, 205
 Weinstein, Harvey, 3, 156
 Wellcome foundation, 232–234
 Westmarland inquiries, 96–97
 Westmarland, Nicole
 Whitely, Leila, 40
 Wilkin, Lesley, 154
 Willis, Paul, 149
 Wilson, Elizabeth, 164
 Wimbledon Singles Title, 168
 Women's Football Club (Sussex), 179
 Women's Liberation Movement, The, 2
 Woolf, Leonard, 38–39
 WPP. *See* Sorrell, Martin
- York University, 183
 Youthsight, 5
- Zellick
 chair, 66
 principles, 67
 revision of, 68–69
 taskforce, 66–68
 Zero Tolerance, 4, 22, 83–84, 88, 118
 Zuckerberg, Mark, 155