

# #Report.It.To.Stop.It

Raising awareness and building  
confidence in ‘Care and Concern’

## Campaign Book

The Changing the Culture Initiative



# Care and Concern

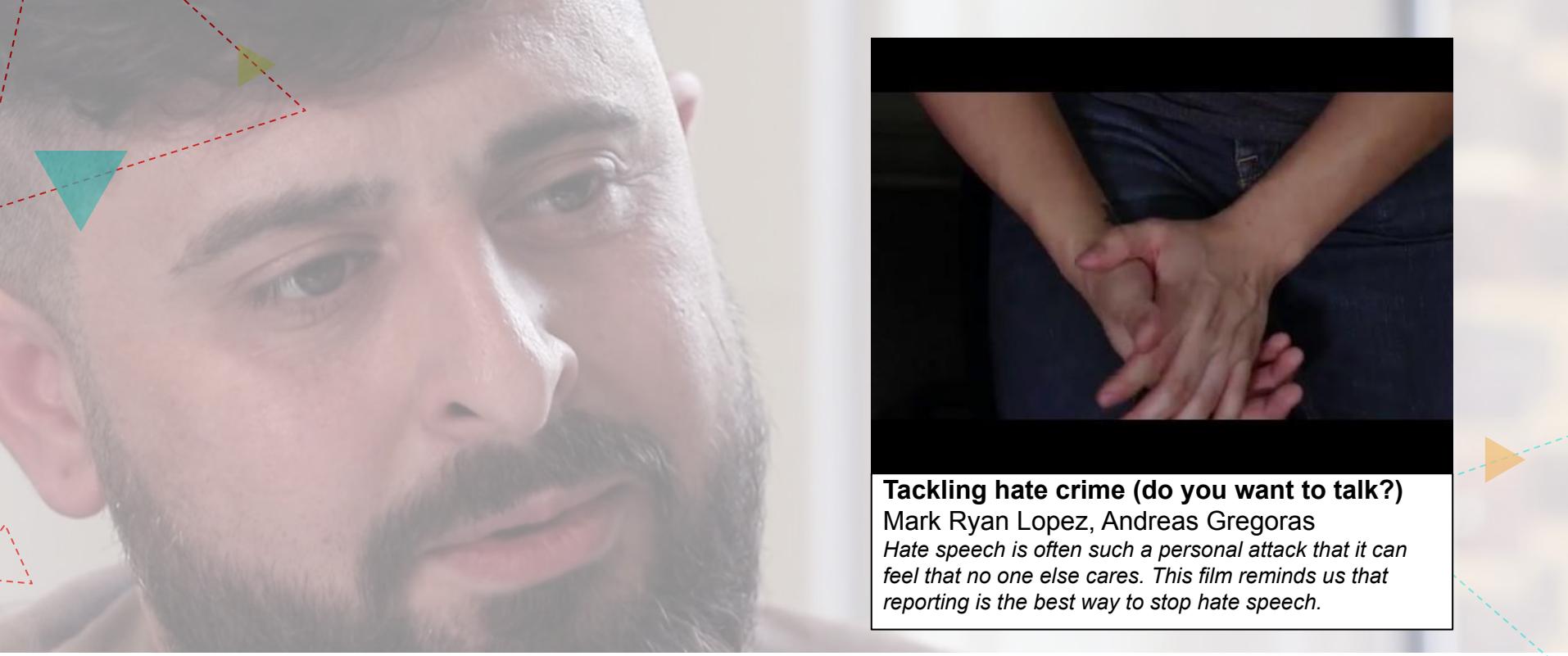
## The university's response system

Care and Concern is the mechanism used by the University to coordinate a response to non-academic concerns about a student. This could relate to a student's health, wellbeing, safety, risk of harm or misconduct.

If you have experienced, or witnessed, any form of sexual violence, harassment or hate crime, contact Care and Concern to get help to access support and to talk about your options if you wish to report an incident.

### To contact Care and Concern...

- Ask any member of university staff to contact Care and Concern on your behalf
- Call **0208 411 6200** and ask to speak to Care and Concern (a designated safeguarding officer will be available to receive your call Monday to Friday, 9am to 5pm)
- Email **careandconcern@mdx.ac.uk**



### Tackling hate crime (do you want to talk?)

Mark Ryan Lopez, Andreas Gregoras

*Hate speech is often such a personal attack that it can feel that no one else cares. This film reminds us that reporting is the best way to stop hate speech.*

## Why should you call Care and Concern?

**The right people are on board to get the right kind of help for you** - Care and Concern brings trained and experienced professional service staff from around the University together. You, the student, are at the centre of every decision made.

Care and Concern manages different policies together - an holistic approach to concerns which means a better, more joined-up, and more effective response for the student.

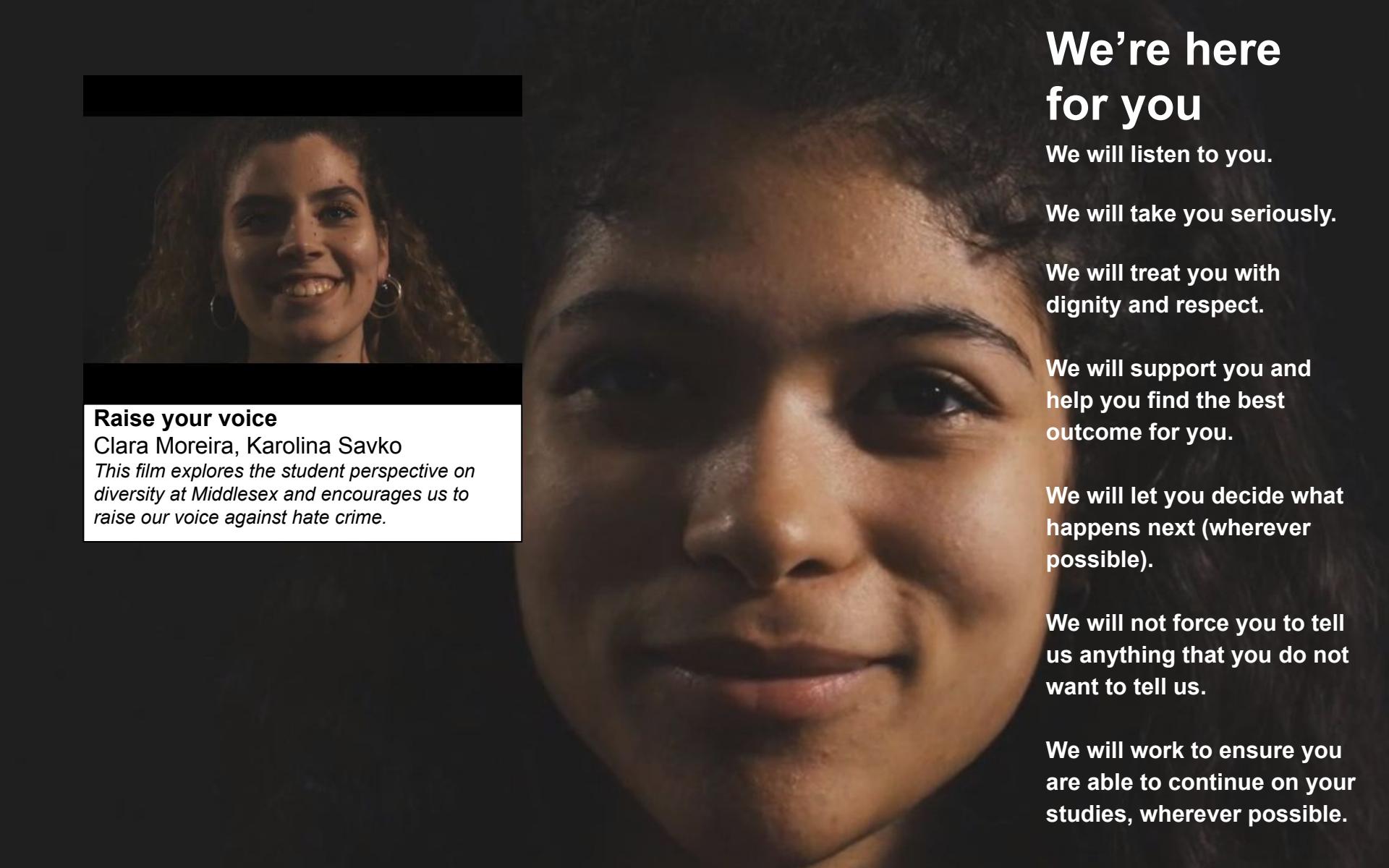
- Safeguarding (including Prevent)** – any concerns where a student is experiencing, or may be at risk of, significant harm or abuse.
- Fitness to Study** – when a student's health may affect their ability to engage in their studies or the studies of others, places unreasonable demands on staff or other students, or impacts negatively on any aspect of university life.
- Fitness for Practice** -
- Conduct & Discipline** – when misconduct has breached the university's Student Conduct & Discipline rules.



## Would you report it?

*If you're the victim of hate crime, it can be difficult to know what to do - this film reminds us all to report it.*





# We're here for you

We will listen to you.

We will take you seriously.

We will treat you with dignity and respect.

We will support you and help you find the best outcome for you.

We will let you decide what happens next (wherever possible).

We will not force you to tell us anything that you do not want to tell us.

We will work to ensure you are able to continue on your studies, wherever possible.

## Raise your voice

Clara Moreira, Karolina Savko

*This film explores the student perspective on diversity at Middlesex and encourages us to raise our voice against hate crime.*

A photograph of a young woman with long dark hair, smiling and holding up a large white piece of paper. On the paper, the word "TELL" is written in large, bold, orange capital letters, and below it, the words "Someone" are written in a smaller, cursive orange font.

If you experience or witness sexual violence, harassment or any acts of hate...

**here are 5 reasons why you should report it**

1. **Enable action to be taken** and bring those responsible to justice, stopping someone from getting away with it.
2. **Prevent it from happening again** or stopping things from getting worse. Leaving something unreported may mean that it escalates into something more damaging.
3. **Protect your community** and others from coming to harm.
4. **Provide intelligence** that can help to identify particular areas of concern which allow actions to be taken to address these issues. Information about even apparently “minor” incidents can help build a picture of concerns which warrant further investigation.
5. **Send a powerful deterrent** to other potential offenders.



**You are heard**  
Biana Agrimi, Amos Bartolini  
*When a person's identity is challenged by hate speech, the effect can be devastating and isolating, this film reminds us that talking and reporting is a step towards getting yourself back.*



**If you don't report it, who will?**  
James Bachelor and Megan Martins  
A student witnesses an incident which triggers her to consider whether to report it.



# Don't just stand by

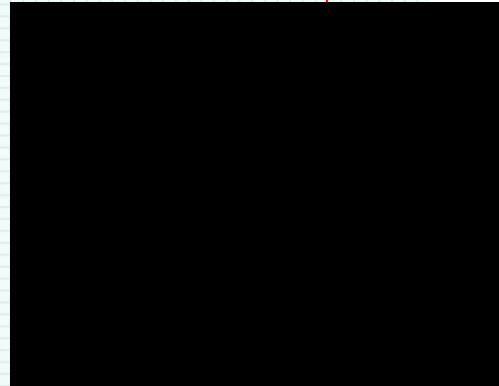
## Take a stand by being an active bystander

Sometimes a situation might not seem right. Sometimes we become aware of a situation involving inappropriate, negative or aggressive behaviours...a derogatory comment, an offensive or racist joke, name calling and threatening language, someone being sexually harassed.

When we become aware of inappropriate and negative behaviours, we have a choice: we can either ignore the behaviour and allow it to continue, or we can do something about it, challenge it and take action.

Why should you take action? If you don't take action, then who else will? Not taking action serves to reinforce negative behaviours by inadvertently signaling that they're okay, tolerated or acceptable. By taking action, you can put pressure on the individual(s) to rethink their behaviour by helping them see that these behaviours are not okay.

If everyone in our community were to challenge negative behaviours than there would be a clear message that certain behaviours will not be tolerated – by shifting the boundaries of what's considered acceptable or normal, and what's not, we can drive forward culture change.



### Point of view

Kristyna Bustova  
and Kristyna Hruba

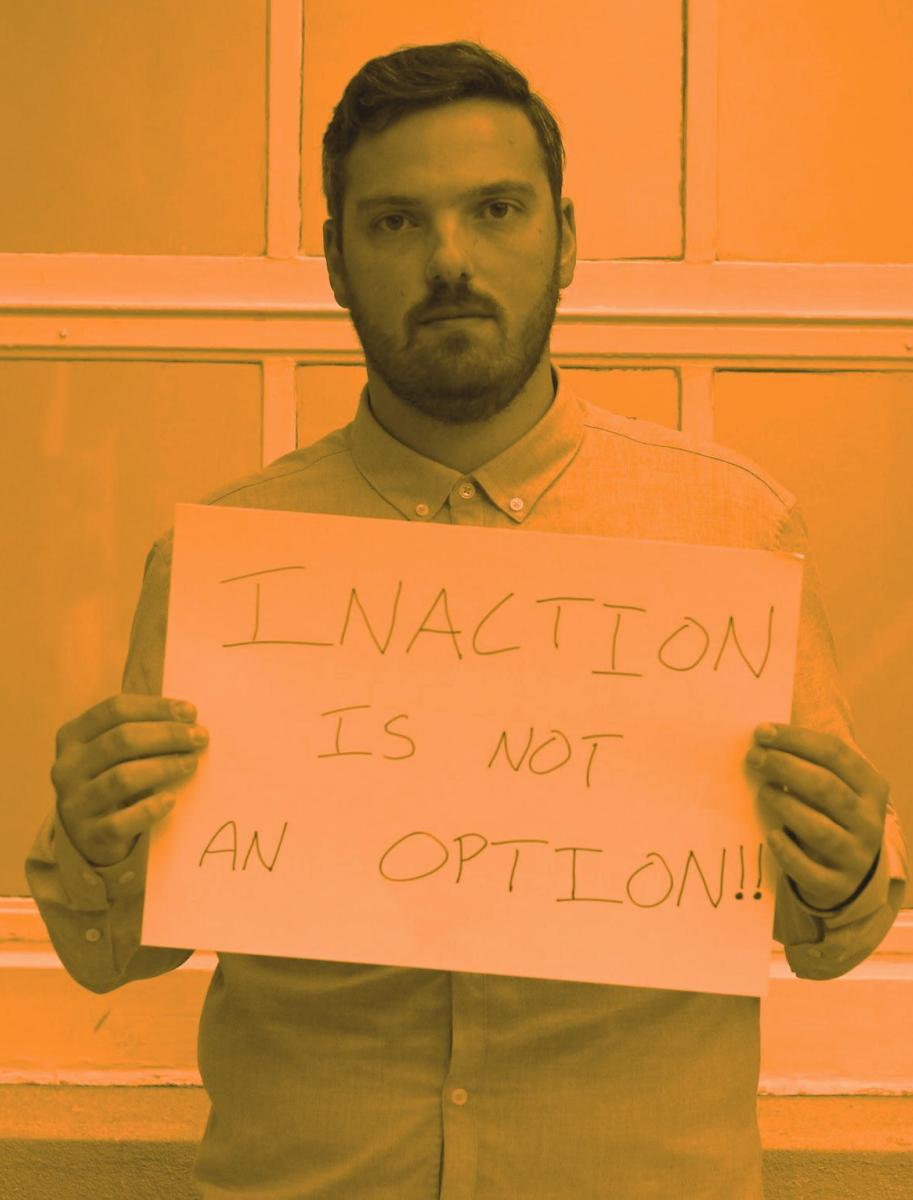
*Bullying can start with small looks, gestures and words, and when left unchallenged, these behaviours can become the norm.*



### Hate on the bus

Francisco Gouveia and Carolina Costa

*Bystanders reflect on how standing up to acts of hate speech can be difficult, but ultimately reporting it helps us to change.*



## There are various ways to take a stand

### Actively not joining in

Giving a disapproving look; not laughing at an offensive joke; or talking to a friend about a certain behaviour and why it's not acceptable.

### Calling it out

Challenging behaviour directly by telling someone to stop or getting help from others to challenge a behaviour together or letting a friend of the person you're concerned about know you're concerned and asking them to intervene or

### Acting as an 'in-between'

Checking to see if someone is okay; making up an excuse, or creating a distraction, to provide a 'way out' or interrupt a situation; acting as an 'in-between' to diffuse a situation that might unfold.

### Reporting it

Asking someone in authority to step in and calling Care and Concern.

If you're going to challenge inappropriate behaviour, intervene safely and keep yourself out of harm's way. It helps to intervene, particularly in a potentially volatile situation, with someone else. Remember, your personal safety is a priority – never put yourself at risk.



**are you  
changing  
the  
culture?**



Middlesex  
University

# Changing the Culture Initiative

Tackling sexual violence, harassment  
and hate crime

Be an agent of change

Are you tackling sexual violence, harassment or hate crime?

Are you promoting tolerance, empathy and understanding?

Let's change it together  
[CCI@mdx.ac.uk](mailto:CCI@mdx.ac.uk)

