



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Empower **Your** Campus: Understanding Dignity, Respect and Consent



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Dignity, Respect & Consent Service (DR&C Service)

The Team:

Rachel Skelly: Dignity, Respect, and Consent Response Manager

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The DR&C Service mission is to foster a safe, respectful and inclusive campus environment. Promoting a culture of respect and consent across the university.

The DR&C Service...

provides training and support to ensure our community feels valued and safe

to

Staff

Students

Others

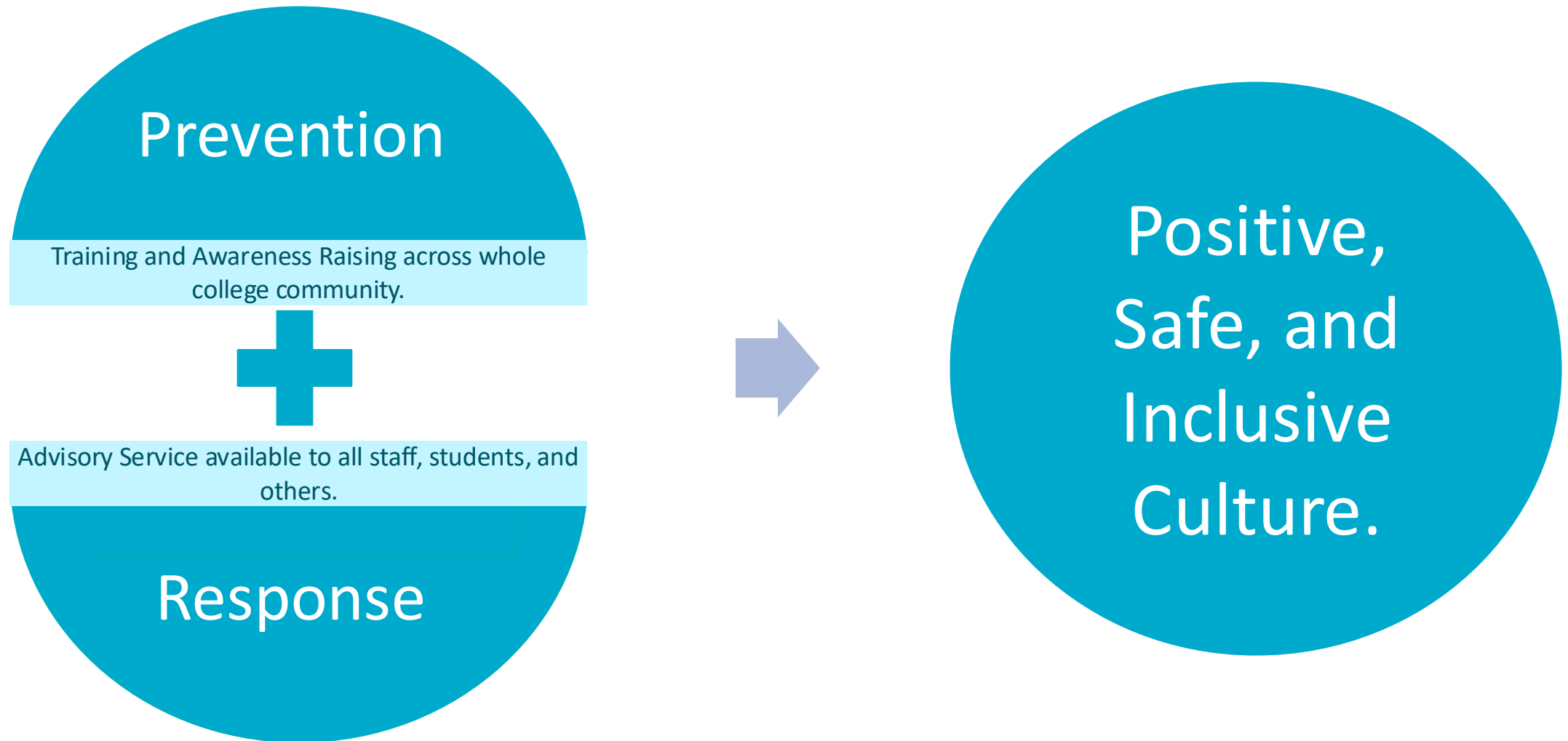
about

Bullying

Harassment

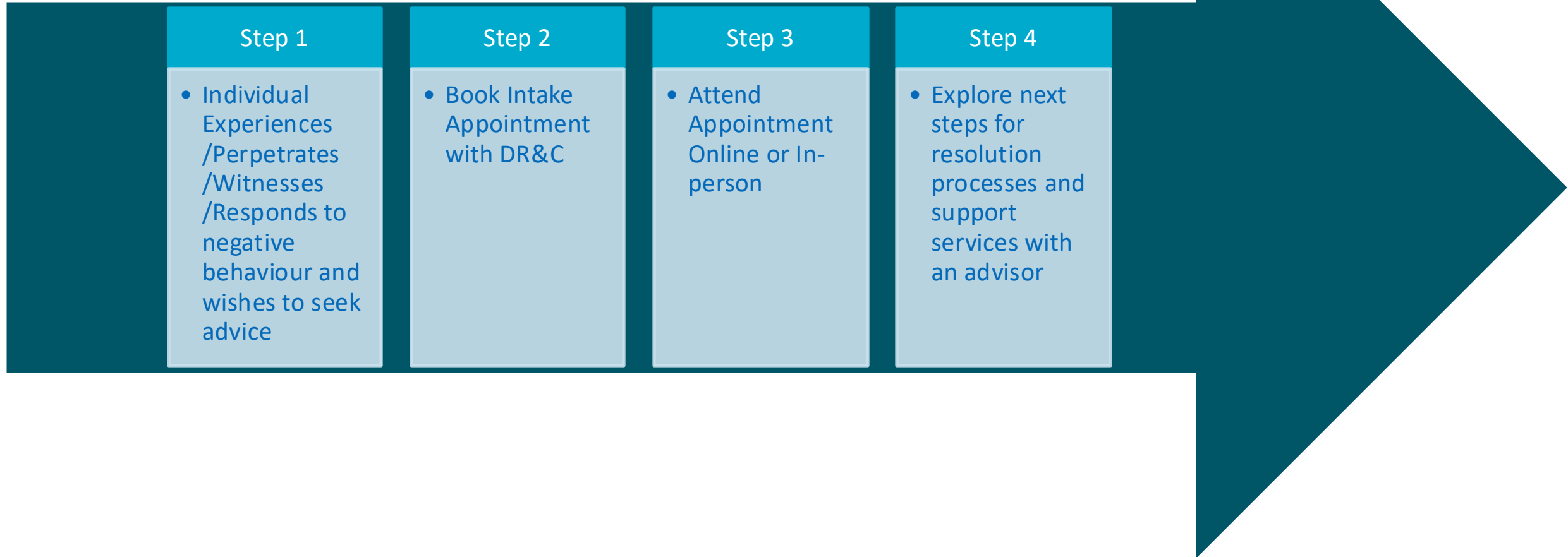
Sexual Misconduct

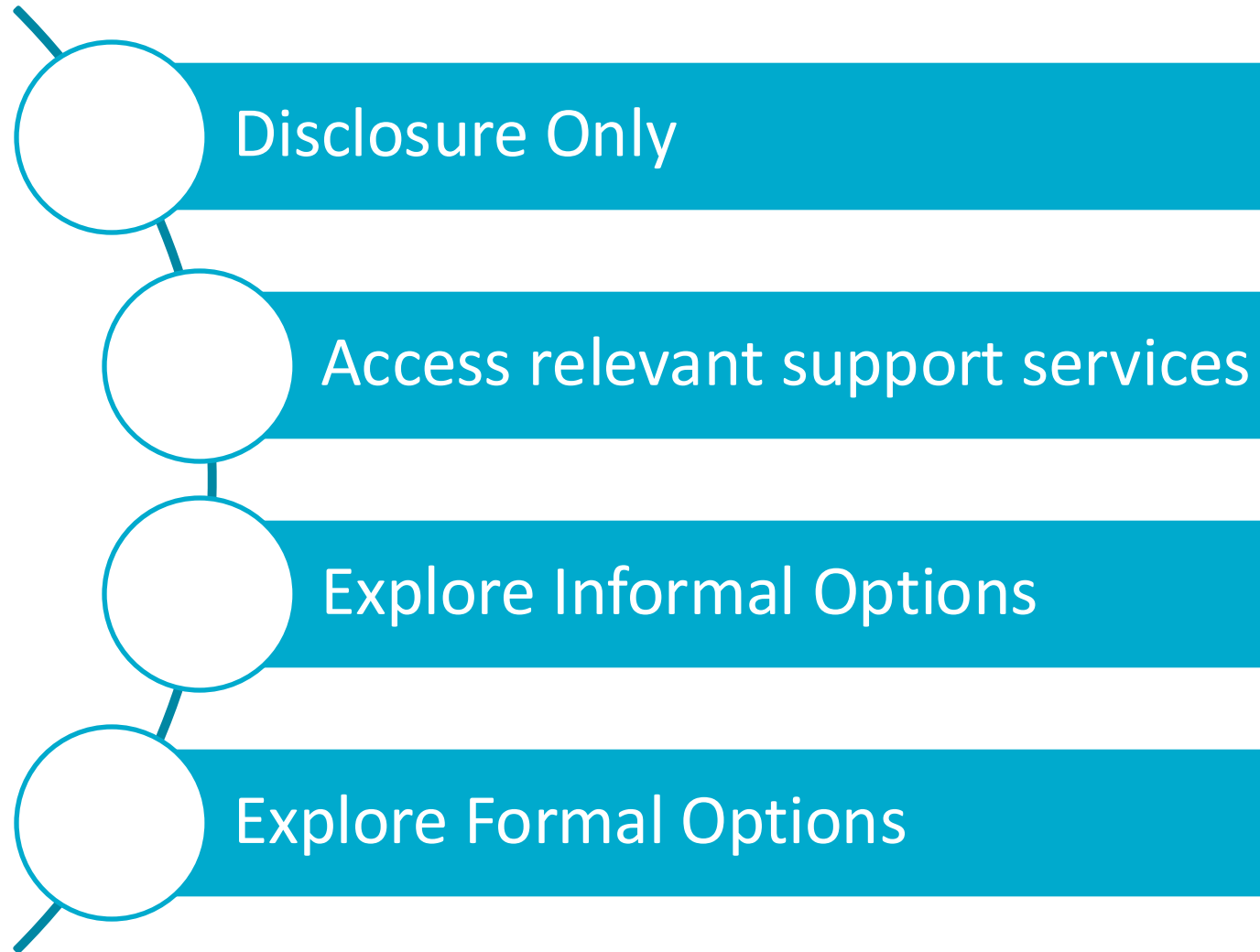
Dignity, Respect & Consent Service Overview



DR&C Advisory Service

Advisory Service Process





Policies and Definitions



Dignity, Respect, and Consent Service

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POLICIES



Policies

Policies

Dignity and Respect Policy

The purpose of this policy is to set out the University's key principles, approach and procedures on the subject of Dignity and Respect in the University community.

It aims to maintain a positive, safe environment for employees, students and other community members which is free from any form of negative treatment, including discrimination, bullying, or any form of harassment.

Read more in the [Dignity & Respect Policy](#).

Sexual Misconduct Policy

The purpose of this policy is to set out the University's key principles, approach and procedures on the subject of Sexual Misconduct in the University community.

It aims to maintain a positive, safe environment for staff, students and other community members which is free from any form of negative treatment, including sexual harassment or sexual assault.

Read more in the [Sexual Misconduct Policy](#).

Bullying

Bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work/study and/or in the course of employment or study, which could reasonably be regarded as undermining the individual's right to dignity and respect. An isolated incident of the behaviour described in this definition may be an affront to dignity but, as a once off incident, is not considered to be bullying.

Harassment

Harassment is any form of unwanted conduct related to any of the discriminatory grounds of equality, being conduct that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment. The nine discriminatory grounds of equality are Gender, Civil Status, Family Status, Sexual Orientation, Religion, Age, Disability, Race and Membership of the Traveller Community. Such unwanted conduct may consist of acts, requests, spoken words, gestures or the production, display or circulation of written words, pictures or other materials.

Sexual Misconduct

Sexual Misconduct covers a broad range of inappropriate and unwanted behaviours of a sexual nature including sexual harassment and sexual violence. Sexual misconduct can be committed by a person of any gender and it can occur between people of the same or different genders. It is often gender targeted and perpetrated to demean, diminish and intimidate. Sexual misconduct may occur between strangers or acquaintances, including people involved, or formerly involved, in an intimate or sexual relationship.

Supports & Service Available

DR&C Service

If you are involved in issues of bullying, harassment, or sexual misconduct, we would encourage you to you talk to someone and avail of the supports that are available in the first instance. The DR&C Service is available to provide information on the Dignity & Respect and Sexual Misconduct Policies. Use the [DR&C Booking Form](#) to request an appointment with a DR&C Support Advisor.

Additional Supports and Services

There are additional Support Services which are internal and external to Trinity College Dublin. The Support Services may be of interest and able to provide additional support.

Internal Support Services

Campus Security	On-Campus Security can be contacted in case of emergency on campus.	Tel: (01) 8961999 or (01) 8961317
Dignity, Respect & Consent (DR&C) Service	Dignity, Respect & Consent (DR&C) Service: The DR&C Service is available to provide information and guidance on matters relating to bullying, harassment, and sexual misconduct to Staff, Students and Others in Trinity College Dublin.	Request an appointment
Employee Assistance Programme	Staff may avail of the strictly private and confidential Employee Assistance Programme (EAP). This includes a 24/7 Helpline and Telephone Counselling Service, Online Wellbeing Portal, and Face-to-Face Counselling.	Tel: 1800 817433 email: workandstudy@inspirewellbeing.ie
Health Service	The Trinity College Dublin Health Service provides on-campus, primary health care for all full-time students. It focuses on the psychological and occupational aspects of Student Health and Health Education.	Telephone: (01) 8961591 or (01) 8961556
Human Resources	Trinity's Human Resources can answer your employment-related queries, find relevant forms, locate HR and employment-related policies.	Telephone: (01) 896 3333 Email: hr@tcd.ie
Junior Dean	The Junior Dean is responsible for enquiring into alleged breaches of discipline by a student and for taking further action in accordance with College regulations and statutes.	Telephone: (01) 896 1551 Email: cdeans@tcd.ie
Postgraduate Advisory Service	The Postgraduate Advisory Service supports postgraduate students in reaching their potential and getting the most from their time at Trinity.	Email: stosec@tcd.ie
SafeZone	afeZone is a voluntary app that increases the security and safety of students and staff while in a Trinity location. It provides immediate access to Trinity resources to aid in cases of emergencies or when an alert is raised.	Download the SafeZone App
Student 2 Student (S2S) Peer Supporters	S2S Peer Supporters are there to assist with everything from giving you the space to talk about things, to helping you access resources and services in the College.	Telephone: (01) 896 2438 Email: student2student@tcd.ie
Student Counselling Service	The Student Counselling Service (SCS) offer free, confidential and non-judgemental support to registered students of Trinity College Dublin who are experiencing personal and/or academic concerns.	Telephone: (01) 8961407 Email: studentcounselling@tcd.ie
Student Learning Development (SLD)	The SLD supports Trinity students to reach their academic potential, offering a range of services including individual appointments, workshops, and skills events.	Telephone: (01) 896 1407 Email: student.learning@tcd.ie
TCDSU Welfare and Equality Officer	Trinity College Dublin Students' Union (TCDSU) Welfare and Equality Officer is a full-time employee, who can help with welfare issues in the college.	Email: welfare@tcdsu.org
Trinity Careers Service	Trinity Careers Service provide information, support, and guidance from the professional team of expert Careers Consultants throughout your time at Trinity.	Telephone: 01 896 1721 Email: careers@tcd.ie
Trinity disAbility Service	The disAbility Service provides a transformative and sustainable approach to support, where disabled individuals play an active role in developing essential life skills and planning their educational and professional journey.	Telephone: (01) 896 3111 Email: askds@tcd.ie
Trinity Global	Trinity Global enables Students to experience difference cultures, communities, and countries through providing a suite of global mobility opportunities, and also through our diverse portfolio of strategic partnerships.	Email: tcdglobal@tcd.ie
Warden of Trinity Hall	The Warden is responsible for enquiring into an alleged breach of discipline by a student in Trinity Hall and for taking further action in accordance with the College Statutes.	Telephone: (01) 896 1551 Email: cdeans@tcd.ie

External Support Services

An Garda Síochána	The national Police Service of the Republic of Ireland can be contacted in case of emergencies off campus.	Telephone: 999 or 112
Crime Victims Helpline	The Crime Victims Helpline is a national support service for victims of crime in Ireland.	Telephone: 116006 Email: info@crimevictimshelpline.ie
Dublin Rape Crisis Centre	The Dublin Rape Crisis Centre (DRCC) offer a range of supports including telephone counselling through the National 24-Hour Helpline, one-to-one counselling, and accompaniment services.	Telephone: 1800 778888 Email: info@rcc.ie
LGBT Helpline	The LGBT Helpline is available to listen in confidence and without judgement, seven days a week.	Telephone: 1800 929539
Men's Aid	Men's Aid empowers and supports men and their families experiencing domestic violence, to be safe.	Telephone: (01) 5543811 Email: hello@mensaid.ie
MyOptions	MyOptions is a helpline that provide a range of supports for free including information on abortion services and continued pregnancy supports.	Telephone: 1800 828010
National Rape Crisis Helpline	The 24-hour National Rape Crisis Helpline offers free and confidential listening and support service for anyone who has been raped, sexually assaulted, sexually harassed or sexually abused at any time in their lives.	Telephone: 1800 778 888 Text: HELP to 51444
NiteLine	NiteLine is a listening, support and information service run by and for the student.	Telephone: 1800 793793
Samaritans	Samaritans provides support through freephone phone helpline, email, and face-to-face support.	Telephone: 116 123 Email: jo@samaritans.ie
Sexual Assault Treatment Unit Dublin	The Rotunda Sexual Assault Treatment Unit (SATU) in Dublin aims to provide holistic, responsive and patient-focused care to people age 14 years and older who have experienced a sexual assault or rape.	Telephone: (01) 8171736 Email: satu@rotunda.ie
Text About It	Text About It is free, anonymous and 24/7 which provides a safe space where you're listened to by a trained volunteer.	Text: HELLO to 50808
Women's Aid	Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse.	Telephone: 1800 341900 Email: helpline@womensaid.ie

Speak Out

Speak Out is an online anonymous reporting tool where members of the community can report their experiences of:

- Bullying
- Cyberbullying
- Harassment
- Discrimination
- Hate Crime
- Coercive Behaviour/Control
- Stalking
- Assault
- Sexual Harassment
- Sexual Assault
- Rape



www.tcd.speakout.ie

Where to find DR&C?

Email: drc@tcd.ie

Office: Ground Floor, House 48

Service Room: Ground Floor, House 51

Website: www.tcd.ie/hr/dignity-and-respect

Booking Form: [Appointment Booking Form](#)



Active Consent Training on Blackboard

active-consent

OPEN

Active Consent: Sexual Violence and Harassment eLearning Module

Content Calendar Announcements Discussions Gradebook Groups

Active*Consent: Sexual Violence and Harassment eLearning Module

- Login to Blackboard
- Click into the “modules” tab
- Select “module catalogue” in the top right corner
- Type “consent” into the search bar
- Select module and enrol

“Creating a positive and safe culture is everyone’s responsibility”

Dignity & Respect and Sexual Misconduct Policies

And we are here to support you every step of the way!