

Harassment and Sexual Misconduct Training: Glossary of Terms

No.	Term	Definition
1	Domestic abuse	Abusive behaviour, including physical or verbal violence, threatening or controlling behaviour, and emotional abuse, between people who are personally connected e.g. married, partners, or family members. This is explored more in Module 5.
2	Coercive Control	A purposeful pattern of behaviour used to gain and maintain power or control, which can cause isolation from friends and family. It is recognised as abuse and is illegal in the UK. This is explored more in Module 5.
3	Stalking	A repeated pattern of behaviour that is unwelcome, and can feel fixated or obsessive. It can include following someone, making calls or sending messages or emails, watching someone, or interfering with their property. This is explored more in Module 6.
4	Non-binary	A term used by some people whose gender identity is neither 'man' or 'woman'. Non-binary people may feel their identity falls somewhere between genders, across both, neither, or their sense of gender may be changeable. They often use gender-neutral pronouns such as 'they/them'.
5	Pronouns	Pronouns are words used to refer to someone instead of their name, for example 'he', 'she', or 'they'. The pronouns someone uses often reflect their gender identity, and someone may be happy being referred to with multiple different pronouns.

6	Misgendered	When someone refers to another person with the incorrect gendered language- for example referring to a man who uses 'he/him' pronouns as 'she'. This can be accidental or deliberate, and can cause distress, especially to members of the transgender community.
7	LGBTQ+	An abbreviation used to refer to those with minority gender and sexual identities. It is commonly understood to stand for Lesbian, Gay, Bisexual, Transgender, and Queer, with the '+' including those with other related identities and experiences under this umbrella.
8	Memes	A meme is an image, video, phrase or joke that is shared widely online, often with small changes intended to be humorous.
9	Autistic	Autism describes how some people experience and interact with the world around them. Autistic people may struggle with some aspects of social interaction, enjoy routine and familiar situations, process sensory information differently, and take longer to understand information.
10	Neurodivergence	Neurodivergence or neurodiversity is the idea that there is natural variation in how human brains work. Someone who describes themselves as neurodivergent may have a different way of processing information compared to what is 'typical'. This could be due to autism or ADHD, mental illness, or a learning disability.

11	Sensory overload	When the brain becomes overwhelmed by too much sensory information- for example sound, touch, lights, smells- which can cause significant distress and affect your ability to make decisions. It is commonly experienced by autistic or other neurodivergent people.
12	Bystander	A person who sees, hears about, or otherwise notices an incident happening to someone else. A bystander may be in a position to intervene in an incident, or reduce harm. They may also be affected by an incident as a witness, rather than a participant.
13	Economic abuse	A form of domestic abuse- behaviour which has a significant effect on someone's ability to get, use or keep money or property. This can include restricting access to a bank account, stopping someone from working, or forcing them into debt.
14	Unconscious biases	An assumption or attitude you may hold about a group of people without realising it, which can affect your decisions and behaviour towards other people.
15	Victim- blaming	Suggesting or believing that someone is at fault for the harm done to them, rather than the person who caused the harm.
16	Asexual	Asexual (commonly shortened to ace) is an orientation defined by experiencing little to no sexual attraction. Asexuality is a spectrum, often abbreviated to ace-spec, which includes all asexual identities. An asexual person can be straight, gay, bisexual or queer, and they may or may not identify as part of the LGBTQI+ community'.
17	Kinks	A diverse or specific sexual preference, often for specific sex acts, for example bondage or roleplay.

18	Safe word	A pre-agreed word to be used during a sexual encounter which signals an unambiguous desire to stop, especially when the word 'stop' may be misunderstood- for example during roleplay.
19	Spiked	Giving someone alcohol or drugs without their knowledge or consent, including giving someone additional alcohol in a drink without them knowing. This illegal in the UK.
20	Harassment	Understanding harassment and sexual misconduct
21	Sexual Misconduct	Understanding harassment and sexual misconduct
22	Antisemitism	Antisemitism- Equality and Diversity Unit
23	Islamophobia	APPG on British Muslims Runnymede Trust
24	JCR	Junior Common Room; In addition to being the formal undergraduate student organisation of a college, the Junior Common Room is the hub of undergraduate social activity, and also a physical location in a college for student recreation.
25	College parent	An older student in college who helps a new student settle in to university, socially and academically.