Gmail

Ashley Nichols <ashleycnichols07@gmail.com>

How does Trinity College Dublin handle reports of sexual misconduct from witnesses?

Director of HR [redacted] Wed, Nov 11, 2026 at 10:18 AM
To: Ashley Nichols <ashleycnichols07@gmail.com>

Dear Ashley,

Thank you for your email, and for sharing your concerns. Your correspondence to the Provost has been passed to me to respond to. I want to acknowledge your care and concern that the University is a safe place to study and work for everyone by bringing this matter to the attention of your School and then to the attention of the University leadership.

As has been already expressed, the University takes all reports and disclosures of alleged sexual misconduct seriously, including disclosures made by witnesses. When information is received, it is assessed in accordance with the University's policies and procedures, taking into account the nature of the information provided, any safety or welfare considerations, the available evidence, and the rights of all parties involved. The relevant policy in this situation is the Sexual Misconduct Policy.

The University considers each matter on its own facts and determines what, if any, further action is appropriate in the circumstances. This may include seeking additional information, implementing support or precautionary measures, or considering whether the matter should be addressed through relevant University processes. The University does not apply a one-size-fits-all approach and recognises that these matters can be complex, sensitive, and highly fact-specific. Consistent with its obligations, the University seeks to ensure that any response is fair, proportionate, and informed by the particular circumstances of the case. We cannot comment on individual cases or any action taken as a result of a disclosure.

Trinity aims to create a safe environment for all students and staff. The Dignity, Respect and Consent Service (DR&C), established in 2024, is at the forefront in supporting this work, responding to concerns and complaints raised under the Sexual Misconduct Policy. The Student Counselling Service and staff Employee Assistance Programme (EAP) are also support victim-survivors. These services are also available for bystanders.

Bystander intervention is a primary prevention initiative which can significantly reduce the prevalence of sexual violence. Trinity provides training on safe bystander intervention which is available to all staff and students.

Our approach to disclosures and reports, which we hold in common with other universities, is to always recognise the autonomy of a victim-survivor. We respect the choice of victim-survivors to decide how they wish to deal with their experience in the aftermath of sexual violence. Trinity is committed to implementing a trauma-informed and victim-survivor centred approach to responding to sexual violence across our community.

Our aim is always to support the person to take whatever action that they feel is appropriate for them at that time, and to offer support in their choice including signposting and referral to relevant services. We recognise that not all victim-survivors wish to make a formal complaint, and it is important for us as a university to respect their choice and their autonomy over their experience. Victim-survivors can access supports without making a formal complaint, and if they do wish to make a formal complaint, the DR&C Service can mitigate some of the barriers and help them to navigate the university procedures.

Yours sincerely,

Séamus

Séamus McManus, Director of Human Resources
Trinity Central, 152-160 Pearse Street,

[redacted]





Privileged/confidential information may be contained in this message. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you may not copy or deliver this message to third parties without consent. In such cases, you should destroy this message and notify me immediately. Electronic mail to, from or within College may be the subject of a request under Freedom of Information or Data Protection legislation.

D'fhéadfadh faisnéis faoi phribhléid/rún a bheith sa teachtaireacht seo. Murab ionann tú agus an seolaí a luaitear sa teachtaireacht seo (nó atá freagrach as an teachtaireacht a sheachadadh don duine sin), níl sé ceadaithe an teachtaireacht seo a chóipeáil ná a sheachadadh go tríú páirtithe gan chead. I gcásanna dá leithéid, ba cheart an teachtaireacht seo a scriosadh agus mé a chur ar an eolas láithreach bonn. Féadfar postas leictreonach chuig, ó nó laistigh den Choláiste a iarraidh faoi reachtaíocht Saorála Faisnéise nó Cosanta Sonraí.

[Quoted text hidden]