



St John's College statement on Non-Disclosure Agreements

St John's College, Oxford agrees with the University of Oxford in its categorical rejection of the use of Non-Disclosure Agreements (NDAs). We strongly condemn the use of NDAs where they are used as a response to complaints of sexual misconduct or other inappropriate behaviour, or to prevent responsible whistleblowing. It is fundamental to the well-being of our community and those who study and work in it that we do all that we can to promote the health and well-being of our students and staff and to encourage the reporting of all forms of sexual misconduct and other inappropriate behaviour. St John's College does not and will not use NDAs to prevent the investigation of complaints of sexual misconduct or other inappropriate behaviour, or to prevent responsible whistleblowing.

St John's is committed to ensuring that good practice is followed in the College when an investigation into a complaint, disciplinary matter or criminal allegation takes place. This may involve the College responding to a victim's need for protection by the use of safeguarding measures including a request by a victim for anonymity or confidentiality. Equally, the need for fair process in the investigation of a matter may require precautionary measures to protect the public interest or the interests of those involved until a determination is made. The College will also respect the terms of dispute resolution processes where a dispute which is not a disciplinary or criminal matter between persons connected with the College is resolved on a confidential basis. However, the College does not and will not ask victims of any inappropriate behaviour to enter into NDAs.

President and Governing Body of St John's College

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