

Dear Vice-Chancellor,

As a member of your university community, I am writing to urge you to sign the pledge promoted by Minister Michele Donelan, Maria Miller M.P. and the *Can't Buy My Silence* campaign to stop using NDAs in complaints of sexual harassment, bullying and other misconduct.

Here is the pledge text for your information:

*Backed by the Minister for Higher and Further Education, former Equalities Select Committee Chair Maria Miller MP and campaign group #CantBuyMySilence, we [our vice-chancellor and higher education provider] commit to not using Non-Disclosure Agreements to silence people who come forward to raise complaints of sexual harassment, abuse or misconduct, or other forms of harassment and bullying*

The extensive use of NDAs at all stages of university complaints processes – whether as a requirement to bring a complaint, a prerequisite to mediation, a requirement for complainants to see their decisions, or as an outcome of settlement – is well-established.

This practice is unnecessary and immoral. Victims often seek and deserve confidentiality, but they should not be permanently gagged from speaking about their experiences or forced to agree to protect the offender in exchange for their own privacy. The use of NDAs allows perpetrators to continue to harm others, either at their own university or another one. It also chills the climate for anyone who might wish to bring a complaint, knowing that they will face a demand that they sign on to an NDA at some stage of the process.

Please make me feel safe and be proud of my university by signing up to the pledge and be publically registered as an institution that will not use NDAs. This shows your commitment to protect our students, faculty and staff. Please join the other universities that have already signed on to Minister Donelan's pledge.

Respectfully,