**Position statement on the use of Non-Disclosure Agreements (NDAs)**

“UHI Inverness cares very deeply about the health, safety and wellbeing of our students and staff and our values and ethos means we work together as partners. We believe in an open and honest culture where people can speak out about concerns and harassment to get support and enable fair investigations. We condemn all forms of sexual harassment and violence, and are fully committed to guaranteeing effective prevention, intervention, and support around gender-based violence GBV both on and off campus.

UHI Inverness does not and will not use Non-Disclosure Agreements (NDAs) with staff or students to prevent the thorough investigation of complaints of sexual misconduct or other inappropriate behaviour of staff or students. Instead, protecting the health, safety and wellbeing of all staff and students is of paramount importance.

Signed

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Principal & Chief Executive