



## **Policy on Dignity and Respect (Students)**

### **Scope and Purpose of the Policy**

This policy relates to all students of DMU. Every student is personally liable under the y relate.yhe

- 1.2 Unlawful discrimination - is behaviour or a policy or procedure which intentionally or unintentionally prevents individuals or groups who have a protected characteristic, from engaging or taking part in an activity. This may include selection for a course, job, promotion, award and so on. For example:

A student is excluded from a course related visit or placement because they are disabled.

A student is told to leave her course because she is pregnant.

Students or staff are compulsorily segregated, for meetings or events, on the basis of their religion, sex, sexual orientation or other protected characteristics.

- 1.3 Harassment is unwanted conduct that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant, or violating the complainant's dignity. Individuals or groups may be protected from harassment because they are from a protected group (Equality Act 2010), or because they are associated with the protected group. For example:

Unwanted conduct of a sexual nature (sexual harassment).

Treating a person less favourably than another person because they have either submitted to, or did not submit to, sexual harassment or harassment related to sex, sexual orientation or gender reassignment.

Treating someone less favourably because they associate with gay, lesbian, bisexual or transgendered people.

Treating someone less favourably because they are or are perceived to hold a particular religion or belief.

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## **2. DMU's Commitment**

- 2.1 DMU welcomes diversity and believes that every student has a right to work and study in an environment which encourages good relationships. DMU is committed to preventing unlawful discrimination, harassment, bullying or victimisation.

is envisaged that the large majority of cases will be resolved by such informal procedures, which are described in more detail below, but a final option is to make a formal complaint.

3.4 Incidents of bullying, harassment or victimisation may be reported to:

The Security Team. The team is available 24 hours a day and can be telephoned on 0116 2577642 or email in strict confidence [securitytl@dmu.ac.uk](mailto:securitytl@dmu.ac.uk).

Programme leaders, personal tutors or faculty provosts.

The Student Appeals & Conduct Officer, email in strict confidence to [probson@dmu.ac.uk](mailto:probson@dmu.ac.uk).

Wardens in halls of residence.

Staff in the Leisure Centre.

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discrimination, harassment, bullying or victimisation without the agreement of the individual concerned.

- 4.4 As well as aiming to resolve matters informally, advisers should consider appropriate action to facilitate the restoration of working relationships after the event.
- 4.5 The action outlined above will be appropriate in many cases and will often be sufficient to resolve the matter. If, however, an informal approach does not achieve satisfactory results, or the nature of the incident(s) prompts the person who feels harassed to take a more formal approach, a formal complaint can be made in writing to the Student Appeals and Conduct Officer or the Head of Security.
- 4.6 In order to ensure consistency of approach and accurate statistical data with relation to cases of discrimination, harassment, bullying or victimisation all cases (however minor) should be reported to the Student Appeals and Conduct Officer by any member of staff who has counselled a student. Information should be sent via email and detail the names of the students involved and basic facts about the nature of the case. All such information will be treated with the utmost confidentiality.

#### 6.4 Formal complaints about a Dean, or Pro Vice ChancellorF