

## EQUALITY AND DIVERSITY POLICY STATEMENT

Canterbury Christ Church University is committed to providing a fair environment in which everyone is treated with dignity and respect. This means sustaining a culture that is free from discrimination linked to age, caring responsibilities, disability, gender identity or reassignment, marital status (including civil partnership status) pregnancy and maternity, race, religion and belief, sex or sexual orientation, or any combination of these characteristics.

The University takes a proactive approach to promoting equality and is committed to a range of actions intended to create a welcoming and positive environment for all staff, students and stakeholders. These include but are not limited to:

- Maintaining an appropriate infrastructure to develop and implement equality strategies.
- Involving and consulting staff and students about equality and diversity issues.
- Ensuring that members of staff are aware of the University's policies and procedures in relation to equality and diversity and their legislative rights and responsibilities through the provision of appropriate training and education.
- Ensuring that all applicants, students, staff and visitors to the University are treated with respect and dignity and receive fair treatment in all aspects of their applications, employment and learning.
- Ensuring policies and procedures are fairly constructed and applied.
- Ensuring that the University continues to honour its commitments in relation to the award of the Two Ticks Positive About Disabled People symbol.

Further detail about the steps the University has committed to take to promote equality and eliminate discrimination can be found in its Equality Scheme(s) and Position Papers relating to Age, Religion and Belief and Sexual Orientation. These documents can be found on the Equality and Diversity pages of the University website, along with other relevant policies and information.

Overall responsibility for this policy lies with the Governing Body, supported by the Equality and Diversity Committee. Leadership for the implementation of the policy comes from the Vice Chancellor and Senior Management Team. All staff, students and University visitors are expected to act within the remit of this policy statement.

The University will investigate any allegations of unlawful discrimination, including harassment and victimisation and if they are substantiated, will take appropriate disciplinary action against students or employees.

If any individual believes that s/he has been harassed, intimidated or unlawfully discriminated against by any employee or student of Canterbury Christ Church University, s/he should follow the complaints procedure set out in the Staff or Student Handbook.

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