

UNIVERSITY OF ABERDEEN

POLICY STATEMENT ON AGE DIVERSITY

1 INTRODUCTION

The University of Aberdeen is committed to providing a learning, working and social environment in which the rights and dignity of all its members are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment, victimisation and bullying.

As part of our commitment to ensuring equality of opportunity and diversity, we aim to prevent discriminatory practices based on age or seniority and seek to create a culture where staff, office-holders and students of all ages are encouraged to reach their full potential.

We will not tolerate unjustifiable direct or indirect discrimination in any area of employment on the grounds of age including:

- Recruitment and selection of staff
- Terms and conditions of employment
- Discipline and Grievance
- Promotion
- Early Retirement
- Training and development
- Redundancy
- Dismissals
- Transfer or redeployment

We will not tolerate unjustifiable direct or indirect discrimination in our relationship with students on the grounds of age including:

- Access and admission to courses
- Delivery of Student Support Services
- The content of the curriculum and teaching styles
- Assessment
- Accommodation

2 ACCOUNTABILITY AND RESPONSIBILITY

The Joint Committee on Equal Opportunities has overall responsibility for the implementation of all equality and diversity related policies within the University. Heads of College, Heads of School/Section, senior members of staff and line managers have a responsibility to ensure that staff in their area are aware of the Policy and that it is implemented fully.

All members of the University have a responsibility to behave courteously and respectfully towards each other and to ensure that their behaviour does not cause offence or upset.

3 COMPLAINTS PROCEDURE

3.1 Staff

Any member of staff who feels that they have suffered discrimination or harassment on the grounds of their age has the right to make a complaint. The University's Staffing Policy Against Discrimination, Harassment and Bullying in the Workplace provides advice and guidance on how such a situation can be resolved informally. If it is not possible or appropriate to reach an informal resolution, the University's Grievance Procedures are available to all members of staff.

Members of staff wishing to make a complaint can seek advice and information from the following sources:

- Human Resources Adviser
- Trade Union representative

Additional support is also available from:

- Harassment Advisers
- University Counselling Service
- Chaplaincy
- Occupational Health Service

3.2 Students

If a student feels that he/she has been discriminated against on the grounds of age he/she can make a complaint under the Policy on Student Complaints.

Students wishing to make a complaint can seek advice and information from the following sources:

- Registry Office
- Students' Association

Additional support is also available from:

- Student Advice and Support Office
- University Counselling Service
- Chaplaincy