

## **UNIVERSITY OF ABERDEEN**

### **UNIVERSITY EQUALITY AND DIVERSITY POLICY STATEMENT**

The University of Aberdeen is committed to a comprehensive policy on Equality and Diversity for all its staff and students. This policy aims to prevent discriminatory practices and seeks to create a culture where staff and students can reach their full potential.

It is the University's policy to select and treat staff and students on the basis of their merits only and irrespective of colour, race, nationality, national origins, disability, sexual orientation, religion or belief, marriage or civil partnership, family circumstances, political beliefs, gender, gender reassignment, pregnancy or maternity status, trade union membership, age or any other unfair distinction.

The University 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 and bullying.

This Equality and Diversity Policy will be monitored and reviewed by the University regularly and promoted throughout the University.

## **Equality and Diversity Code for Staff and Students**

### **1 Introduction**

The University is committed to working towards creating a working and learning environment which is free from discrimination, harassment and prejudice.

This Code is intended to create a culture where all forms of discriminatory behaviour are unacceptable and will not be tolerated.

### **2 Responsibilities**

- The University Court has overall responsibility for the implementation of the Equality and Diversity Policy. The Vice Principal with responsibility for Equality and Diversity, the Equality and Diversity Adviser and the Advisory Group on Equality and Diversity have specific responsibilities in relation to compliance with legislation and promotion of equality and diversity.
- The University expects all staff and students to behave in accordance with the Equality and Diversity Policy.
- All University staff and students are covered by the Equality and Diversity policy.
- Staff who line manage others have a duty to ensure the Equality and Diversity policy is communicated to their team.
- Senior members of Administrative and Academic staff have a responsibility to ensure their Schools/Sections are aware of the Equality and Diversity Policy.

### **3 Application**

The University will apply the Equality and Diversity Policy to all areas of employment including:

- Recruitment and selection of staff
- Promotion opportunities
- Evaluation of jobs and grading
- Training and development opportunities
- Discipline and grievance procedures
- Redundancy procedures
- Dismissals

The University will apply the Equality and Diversity Policy to its relationship with students including:

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

Where staff or students have particular requirements related to Equality and Diversity these will be dealt with objectively and accommodated where reasonable and practicable.

#### **4 Implementation**

The University undertakes to:

- develop and implement an Equality and Diversity Strategy
- monitor the impact of the Equality and Diversity Policy on a regular basis
- investigate alleged breaches of the Policy under the University's disciplinary procedures
- Inform staff and students where the Equality and Diversity Policy can be found e.g. on the University's website
- Establish meaningful communication and consultation mechanisms with staff and students.

#### **5 Positive action**

The University may take positive action where appropriate to increase the representation from people from particular groups that have previously been under represented in the University community.

Approved by University Court on 27 June 2006

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