



Equal Opportunities Policy

1. Statement

1.1

The University of Lincoln Students' Union is committed to upholding the principles of Equal Opportunities. All Members, stakeholders, visitors and University of Lincoln Students' Union employees will be treated in a fair and equal manner regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity which make up the nine protected characteristics.

The University of Lincoln Students' Union recognises the importance of implementing this policy throughout all areas for its members, representatives and employees. The University of Lincoln Students' Union is opposed to any form of discrimination (direct or indirect) and is dedicated to preserving all protected characteristics and fundamental rights of individuals.

1.2

The University of Lincoln Students' Union deplores all forms of harassment, bullying and unfair discrimination, and seeks to ensure that the Students' Union provides an equal opportunities, safe and welcoming environment. It is expected that all members, representatives, and employees of the University of Lincoln Students' Union will adhere to and promote this policy.

1.3

No individual that comes into contact with the University of Lincoln Students' Union should receive less favourable treatment, be disadvantaged or disadvantage others, or be unfairly discriminated against. The following policy outlines the types of behaviour which are deemed as unacceptable and provides a means of redress. The promotion and implementation of this policy lies with Student Council, Senior Management Team and Representatives.

Unfair discrimination may occur in the following areas;

Criminal Convictions

Mode of study, study commitments

Age, disability, mental health, medical condition, appearance

Ethnicity, nationality, political or religious beliefs, trade Union activity

Gender, gender orientation, sexuality, marital or partnership status, family commitments.

This list is not exhaustive

2. Application of Policy

2.2

The University of Lincoln Students' Union regards any form of discrimination as unacceptable and promotes Equal Opportunities as an employer, a representative and a provider of services.

2.3

The University of Lincoln Students' Union recognises the development of language and changing social attitudes and behaviour. Subsequently, the Students' Union endorses the use of non-discriminatory language in all University of Lincoln Students' Union publications and prohibits the display of offensive material in all its venues.

2.4

Equal Opportunities concern all areas of the University of Lincoln Students' Union activities. Appropriate resources have been made to facilitate this policy.

3. Service Provision

The University of Lincoln Students' Union is committed to ensuring that all services provided are responsive to the needs of all sections of membership. This enables all individuals at the University of Lincoln Students' Union access to the full range of services provided.

The University of Lincoln Students' Union considers highly the needs of all its Members and employees. Particularly in relation to the manner in which democracy, events and services are organised. If for a particular reason an individual cannot full participate, the University of Lincoln Students' Union is committed to offering an alternative provision to the best of their ability.

4. Harassment and Bullying

Harassment and bullying are unacceptable forms of behaviour. The University of Lincoln Students' Union is committed to protecting its members, employees and any other person for whom the Students' Union has a special responsibility from harassment or bullying. All members, visitors and employees have the right to be in an environment free from intimidation. The University of Lincoln Students' Union takes complaints of harassment or/and bullying seriously and where appropriate an outcome in addressing a complaint may lead to disciplinary proceedings as outlined in the Complaints Procedure.

Review of Policy

The University of Lincoln Students' Union will review this policy annually

Employees of the University of Lincoln Students' Union should also familiarise themselves with Section 17. Equal Opportunities Policy of the University of Lincoln Students' Union Staff Handbook and the Respect Charter.