



University of Lincoln Students' Union Equal Opportunities Policy

1. Statement

1.1

The University of Lincoln Students' Union is committed to upholding the principles of equal opportunities. All Student Members, stakeholders, visitors and University of Lincoln Students' Union (ULSU) employees will be treated in a fair and equal manner regardless of any protected characteristics such as: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

ULSU recognises the importance of implementing this policy throughout all areas for its members, representatives and employees and strives to create a culture of respect and inclusivity. Any form of discrimination (direct or indirect) shall therefore be approached with a strict zero tolerance approach, with the organisation dedicated to preserving all protected characteristics and fundamental rights of individuals. This policy should be read in conjunction with the ULSU Code of Conduct and the ULSU Safe Space Policy.

1.2

ULSU condemns all forms of harassment, bullying and discrimination, and seeks to ensure that equal opportunities are provided to all, as part of safe and inclusive environment. It is essential that all Student Members, activities, representatives, and employees of ULSU uphold and adhere to this policy.

1.3

No individual that comes into contact with ULSU shall receive less favourable treatment, be disadvantaged or be unfairly discriminated against on the basis of any protected characteristics. The following policy outlines the types of behaviour which is deemed unacceptable and provides a means of redress. Upholding this policy is a collective responsibility and those persons covered by this Policy should be confident in challenging any behaviour which contravenes this Policy. We also recognise that individuals are responsible for their own language and behaviour.

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.

** Please note that this list is not exhaustive.*



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2. Application of Policy

2.1 ULSU regards any form of discrimination as unacceptable and promotes Equal Opportunities in all areas of its operations.

2.2 ULSU recognises the development of language and changing social attitudes and behaviour. Subsequently, ULSU endorses the use of non-discriminatory language in all its publications and prohibits the display of any offensive material in its premises.

2.3 This Policy applies to all areas of ULSU activities, including all events organised by its members such as social events and conduct within democratic spaces.

2.4 This Policy should be read in conjunction with the ULSU Code of Conduct and the Staff Protocol, which all Student Members agree to adhere to upon becoming members of ULSU.

3. Service Provision

ULSU is committed to ensuring that all services provided are responsive and considerate to the needs of all its members, to ensure accessibility for all to the full range of services provided. If an individual feels that they cannot fully participate in a ULSU activity, event or function due to its being organised in such a way as to not be inclusive, ULSU is committed to offering alternative provisions where it is feasible to do so.

4. Harassment and Bullying

Harassment is viewed as discriminatory behaviour, whereby a person or group of people holds a particular prejudice and also has the power to act on that prejudice. Bullying, though non-discriminatory in nature, is still a serious abuse of power involving threatened or actual physical or emotional abuse.

Examples include, but are not limited to:

- a) Insensitive and derogatory jokes, statements and pranks
- b) Offensive comments about a person's appearance
- c) Unnecessary or unwanted body contact
- d) Displays of offensive (eg: sexist, racist or homophobic) materials and literature
- e) Speculation about an individual's private life and sexual preferences
- f) Threatened or actual violence (physical, sexual or otherwise)
- g) Threat of dismissal, loss of promotion etc. for refusal of sexual favours
- h) Behaviour that creates an uncomfortable or intimidating environment.

ULSU takes a zero tolerance approach to bullying and harassment and any instances should be reported to the Students' Union in the first instance via the complaints process.



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6. Breaches of policy

Any breach of this policy by our members may result in disciplinary action in line with the Student Disciplinary Procedures. Should an individual believe that they have experienced any form of discrimination, it is recommended that a complaint be submitted in line with the ULSU Complaints Policy available in the footer of the SU website.

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