

UNIVERSITY OF EXETER

EQUAL OPPORTUNITIES POLICY

Statement

The University of Exeter believes that the diversity of its community is an essential part of its values and enriches employment, research, studying and learning experiences.

The University is committed to a policy of equality of opportunity and aims to provide a working, learning and social environment that is free from unfair discrimination. It aims to ensure that students, staff and all others associated with the university are treated with dignity, respect, and equity, regardless of inappropriate distinctions, such as gender, race, nationality, ethnic identity or national origin, socio-economic status or role within the university, religious or political beliefs, disability, age, marital status, family circumstance, or sexual orientation.

In addition the University will comply with current and future legislation and aims to promote good practice in all aspects of the University.

Responsibility

The University Council has adopted this equal opportunities policy, and takes constitutional responsibility for monitoring its implementation and reviewing its effectiveness.

The Vice-Chancellor has ultimate executive responsibility for the effective development and implementation of the equal opportunities policy.

The Registrar and Secretary has overall delegated responsibility for co-ordinating the day to day operation of the policy and the development, maintenance and monitoring of supporting procedures.

Heads of Schools and Services are responsible for pursuing the implementation of the policy in relation to activities of their School or Service.

Students, staff, visitors and others associated with the University have a responsibility to ensure that their actions comply with both the requirements and the spirit of the policy.

Implementation

The University, through an equal opportunities working group, will produce and maintain a plan for the implementation of this policy, specifying what is to be done, when and by whom, and taking into account the financial and other constraints within which the University operates.

Codes of practice, equal opportunities policies for particular areas of the University (e.g. the Guild) and appropriate procedures already exist. These will continue to be developed and added to, in order to promote good practice in all aspects of the University's work. In addition, the policy on the Protection of Dignity at Work and Study aims to provide an environment where harassment is unacceptable and

provides a Network of Harassment Advisors to support and advise those who feel they are or have been subjected to harassment.

Training and support will be provided to members of the University community to help the discharge their responsibilities for the implementation of the Equal Opportunities Policy.

The University will monitor the effectiveness of its Equal Opportunities Policy with reference to its strategies and activities as detailed in the Institutional Plan.

Complaints

Anyone who believes they have not been treated equitably in accordance with the Equal Opportunities Policy may complain, either informally or formally. As equality of opportunity permeates through all aspects of the University's work there is no separate equal opportunities complaints procedure, but formal complaints may be made through the appropriate procedures relevant to the circumstances.

It may be appropriate for advice to be sought from the Guild's Student Advice Centre or the Network of Harassment Advisors prior to making a complaint.

An individual who makes a complaint does not prejudice any statutory rights to complain to the courts or an employment tribunal or to seek advice from the Commission for Racial Equality, the Disability Rights Commission, the Equal Opportunities Commission or any other appropriate body.

