

**University of Birmingham
Fairness and Diversity Policy (non-UK)**

1. Purpose and Scope

- 1.1 The purpose of the Fairness and Diversity Policy is to set out the University's commitment to equality and diversity, and the rights and responsibilities of members of the University community on our overseas campuses.
- 1.2 The Fairness and Diversity Policy is intended as an over-arching statement of University provisions and arrangements with regards to equality and diversity. The University will develop supplemental equality schemes, codes of practice and guidelines, as is appropriate, to support this policy.

2. Policy Statement

- 2.1 The University's commitment to equal opportunities is embodied in the University's Charter of Incorporation dating back to 1900. Article 12 of the Charter provides that: 'The University promotes equal opportunities and shall exercise no discrimination on the grounds of political opinion, age, colour, disability, ethnic or national origin, gender, marital status, race, religion or sexual orientation in the admission of students, or the appointment or promotion of employees or the awarding of any Degree, Diploma or Certificate, or generally, in the execution of any of its Objects as laid down by the Charter.'¹
- 2.2 In accordance with its Charter and legal responsibilities, the University is committed to creating and maintaining inclusive learning and working environments in which all members of its community are treated fairly, where diversity is valued and discrimination challenged. The University will develop and implement strategies as appropriate to put this commitment into practice.

3. Responsibilities

3.1 The University

- i. The overall responsibility for compliance with equal opportunities legislation and the implementation of this policy lies with the Council of the University who will:

¹ University of Birmingham Charter.

- ii. Delegate the management of obligations to relevant employees and committees
- iii. Establish such procedures as are necessary to ensure that the University meets its obligations.

3.2 Individuals

- i. All members of the University community have a responsibility to uphold the University's commitment to equality, as expressed in this policy, by:
- ii. Treating students, employees and visitors to the University with dignity and respect.
- iii. Not engaging in, colluding in or encouraging behaviour that contradicts our Charter commitment to equality of opportunity
- iv. Supporting University activities to eliminate discrimination, advance equality of opportunity and foster good relations.
- v. Members of the University found to have engaged in behaviour that contradicts our Charter commitment to equality of opportunity will be subject to disciplinary measures up to and including expulsion in the case of students, and warnings leading to dismissal in the case of employees.

4. Visitors

- 4.1 All visitors to the University, together with those contracted to work at or for the University (including those with honorary contracts), will be expected to comply with this policy.

5. Complaints

- 5.1 Notwithstanding its commitment to tackle discrimination and to promote diversity, the University recognises that problems may still arise from time to time. Any complaint of unlawful discrimination will be taken seriously and dealt with in a timely and sensitive manner, and in accordance with the relevant procedure.
- 5.2 Students who believe they have been subjected to discriminatory behaviour should refer to the Student Concerns and Complaints Procedure for guidance on how to proceed. If the complaint concerns harassment, the process outlined in the University's Harassment and Bullying Policy should be followed.
- 5.3 Employees who feel they have been subjected to discriminatory behaviour can make use of confidential services provided by Employee Advice and Support Services to discuss their concerns. Employees who wish to make a formal complaint about discriminatory behaviour should refer to the relevant Employees Grievance Procedure for guidance on how to proceed.
- 5.4 If the complaint concerns harassment, the process outlined in the University's Harassment and Bullying Policy should be followed.