Equality and Diversity Office

Dignity, Respect and Inclusivity

The University of York aims to create an inclusive environment where all members of its community:

- Can expect to be treated fairly by students, staff and visitors
- Are expected to treat everyone with dignity and respect

These are key messages in the new legislation – The Equality Act 2010 which came into force in October 2010.

This new law relates to the fair and equal treatment and protection of:

- People of different ages
- People with disabilities (for example people with physical, mental or learning difficulties)
- People of different races, colour and nationality
- People who have religious beliefs and those with no belief
- Men and women
- Lesbian, gay and bisexual men and women
- People who change their gender for example from male to female (gender re-assignment)
- People who are married or in a civil partnership (same sex couples who are legally recognised)
- Women who are pregnant and during the time after they have had their baby (maternity).

The University has a number of policies and codes of practice which help to ensure that all members of the University are treated fairly.