EQUALITY AND DIVERSITY: A GUIDE FOR STUDENTS

This leaflet will:
- give you information about the UK law on equality
- help you to understand what we mean by fair treatment
- tell you where you can get help, advice and further information.

People who may be able to help you

Equality and Diversity Office
Tel: 01904 324680    Email: equality@york.ac.uk
Web: www.york.ac.uk/admin/eo

Harassment Advisers
Web: www.york.ac.uk/admin/eo/Harassment/index.htm

Student Support Office
Tel: 01904 324140    Email: student-support@york.ac.uk
Web: www.york.ac.uk/student-support-services/student-support-office

Open Door Team
Tel: 01904 322140    Email: opendoor@york.ac.uk
Web: www.york.ac.uk/opendoor

International Student Support Co-ordinator
Tel: 01904 324144    Email: international-support@york.ac.uk
Web: www.york.ac.uk/students/support/international

College Welfare Teams
Web: www.york.ac.uk/colleges

The University of York Students’ Union Advice and Support Centre (ASC)
Tel: 01904 323720    Email: asc@yusu.org
Web: www.yusu.org/asc

The Graduate Students’ Association (GSA)
Tel: 01904 322718    Email: info@yorkgsa.org
Web: www.yorkgsa.org

The International Students’ Association (ISA)
Information and signposting to professional sources of support:
Tel: 01904 322718    Email: isa@york.ac.uk
Web: www.yusu.org/isa/committee

Equality and Diversity at the University: www.york.ac.uk/admin/eo
Our commitment to equality and diversity

The University values and celebrates the diversity of its community. The principles of equality, inclusivity and fair treatment for all is at the heart of University life, supported by a range of policies and practices.

In order to help support a positive environment where everyone can reach their potential, there is an expectation that all members of the University community; students, staff and visitors, will treat each other with dignity and respect.

What the law says

The Equality Act came into effect in October 2010. This new and far reaching law helps to ensure 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 undergo gender re-assignment
- women who are pregnant and during the time after they have had their baby
- people who are married or in a civil partnership (same sex couples who are legally recognised).

The law aims to ensure that people are not discriminated against. It is illegal to treat people unfairly in this way.

As a public body, the University has to ensure that it treats people from these different groups fairly and equally.

What should you do if you experience any unfair treatment?

The University’s Equality and Diversity Policy for Students outlines expectations in terms of fair and equal treatment for all students. The University’s Code of Practice on Harassment tells you what you can do if you believe you have been harassed or bullied. Unacceptable behaviour could include insults or unwanted jokes, verbal abuse or foul language, unwelcome attention, offensive graffiti, bullying behaviour or physical assault. It could include harassment or bullying by electronic means, for example via the web or social networking sites.

If you wish to talk to someone about harassment or bullying you could contact one of the Harassment Advisers – trained volunteers who can provide support or talk to you about what you could do. You can get their details from the list on the web or from the Equality and Diversity Office.

Getting help and support

There are many people who can support you in both your college and academic setting. It is important that you seek help and it is far better to inform a member of staff rather than to try to deal with issues of unfair treatment by yourself or with your friends.

See overleaf for sources of support/information.

Further information:
Equality and Diversity Office
www.york.ac.uk/admin/eo