



ANTI-DISCRIMINATION POLICY



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1. Introduction

1.1 Reason for Policy

TAU is committed to maintaining and strengthening an educational, working and living environment where students, faculty, staff, visitors, and applicants for admission or employment are free from discrimination and harassment of any kind. Discrimination and Harassment are antithetical to the standards and ideals of the University. The University will take appropriate action in an effort to eliminate discrimination and harassment from occurring, prevent their recurrence and address their effects.

1.2 Purpose

The purpose of this policy and procedure is to ensure there are clear and concise guidelines in place with regards to treating all staff and students with respect whatever their gender, age, sexual orientation, ethnicity, religion, politics or disability and seeks to ensure that there is no unlawful discrimination.

1.3 Scope

This policy and procedure apply to all staff, students, visitors and any contractors.

1.4 Policy Statement:

Discrimination can manifest in many direct and indirect forms. TAU recognizes the following attributes protected by law:

- Age
- Disability
- Family responsibilities
- Gender reassignment
- Race
- Religion or belief
- Sex
- Gender identity or intersex status
- Sexual orientation
- Marriage and civil partnership
- pregnancy, maternity and breastfeeding.

TAU seeks to avoid any discrimination that leads to a student(s) or member of staff being treated less favorably than another student or member of staff because of their background or other characteristics.

Discrimination includes (but is not limited to) the following:

- Activity which permeates or colors the Institute's working environment with discriminatory innuendo or jokes. Unacceptable behavior includes poster displays, telling discriminatory jokes, or making racially derogatory remarks about a person. It can include sending emails, displaying or discussing material or making suggestively discriminatory comments.
- Behavior which is personally directed. This category includes unwanted name calling, uninvited physical contact, suggestive or overly personal remarks about another person's appearance, beliefs and personal life or following or stalking a person or making inappropriate telephone calls to their home.
- Unreasonable rules or policies which have an unfair effect on people who share a particular attribute.
- Uninvited and unreasonable requests or demands from a person, especially if it involves the implication that refusal might adversely affect conditions or opportunity for promotions at work. This can include actual or threatened assaults.

1.5 Dealing with Discrimination

Before an employee/contractors/student/visitor approaches the above-named organizations to report alleged discrimination, the Institute would like the opportunity of dealing with the allegations in-house. On that basis, any employee/contractors/student/visitor or other affected person who makes a complaint of discrimination in good faith will be treated with consideration and their complaints will be taken seriously and investigated or otherwise dealt with sympathetically and fairly. Complaints will be attended to promptly and confidentially in the manner set down in the Institute's Student Code of Conduct and Staff Code of Conduct.

1.5.1 Role of Managers/Supervisors

Managers and supervisors:

- Are responsible for monitoring the working environment to ensure that acceptable standards of conduct are always observed and to model appropriate behavior and anti-discriminatory practice in all activities and interaction with students, other staff members, contractors, partners and stakeholders.
- Must promote the Institute's Anti-Discrimination Policy and Procedure within their work area.
- Must treat all complaints seriously and take immediate action to investigate and resolve the matter.
- Must refer the matter to People and Culture or a member of the Leadership Team if they do not feel that they are the best person to deal with the case.
- Must ensure they are familiar with the Institute's Student Code of Conduct and Staff Code of Conduct.

1.5.2 Role of Staff

All members of staff:

- Have responsibility for complying with the Institute's Staff Code of Conduct.
- Should offer support to anyone who is facing discrimination and let them know where they can get help and advice (they should not, however, seek to deal with the perpetrator of discriminatory action but should advise resolution of the matter through the Institute's Staff Code of Conduct and Student Code of Conduct).
- Should maintain complete confidentiality if they provide, or are provided with, information during any investigation of a complaint relating to discrimination.

1.5.3 Role of Students

All TAU students:

- Have responsibility for complying with the Institute's Anti-Discrimination Policy and Procedure
- Should familiarize themselves with the policy and how to seek support
- Should maintain complete confidentiality if they provide, or are provided with, information during any investigation of a complaint relating to discrimination.

1.6 Related Documents/Policies

- Student Handbook
- Faculty Handbook
- Policy on Diversity and Equality
- Radicalization and Extremism prevention policy

1.7 Relevant Information

Nil