Dignity and Respect Policy
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1. Purpose

1.1 Newcastle University aims to promote a culture where all of the University community can play their full part in creating a positive, safe and respectful working environment for everyone. It is committed to excellence, valuing diversity and investing in its staff and students.

1.2 The purpose of this policy is to ensure that all staff, students and visitors to the University are treated as being of equal worth to the organisation regardless of background, age, disability, ethnicity, gender, gender identity, religion or belief, sex, sexual orientation, position or status.

1.3 In order to create an environment where these values can flourish and people can realise their full potential, there is an expectation that all of its employees, students and visitors are treated with dignity, respect and consideration at all times.

1.4 The University has a duty of care under equality and employment legislation to all staff, students and visitors. It will not tolerate any form of bullying or harassment, victimisation or any other act of unreasonable behaviour or unlawful discrimination. The University regards such behaviour as a very serious and will respond promptly to complaints as outlined in the Dignity and Respect Procedure and take appropriate disciplinary action as outlined in the Disciplinary Procedure.

1.5 Bullying can be described as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Harassment is unwanted conduct related to a protected characteristic as described in 1.1 above, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

1.6 All staff are empowered to appropriately challenge behaviour, and should raise issues of concern with managers so they can be dealt with.

1.7 Support and advice is available for staff experiencing or witnessing such behaviours including bullying, harassment or discrimination through the University’s Just Ask confidential service.

2. Scope

2.1 The policy applies to all University staff, students, temporary and contract workers. It also applies to visitors to all campuses and premises.
2.2 The policy is compliant with ACAS Guidance on Bullying and Harassment at Work and employment legislation.

Associated Documents:

- Dignity and Respect Procedure
- Dignity and Respect Complaint Form

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<th>Policy Area lead</th>
<th>Mark Dewar, Leslie Platt, Emily Thomas</th>
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<tr>
<td>Approved by</td>
<td>Staff Committee</td>
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<td>Approval date</td>
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