



Dignity and Respect Policy

1 Scope and Purpose of the Policy

- 1.1 This policy relates to all Students of DMU. Every Student is expected to treat Staff, Students and visitors to DMU with dignity and respect. DMU has a firm commitment to equality and diversity, and it does not tolerate discrimination, harassment, or victimisation as defined in the Equality Act 2010, in addition, DMU will not tolerate bullying or any other behaviour that violates the dignity of any member of the DMU community by another.
- 1.2 DMU is a diverse community and believes that everyone who is part of that community, has a right to work, study and pursue their interests in an environment which encourages good relationships. DMU is committed to deterring hate, discrimination, harassment, bullying or victimisation.
- 1.3 The purpose of this policy is to promote the development of a working and studying environment in which these actions are known to be unacceptable and where individuals have the confidence to report these, should they arise, in the knowledge that their concerns will be dealt with appropriately and fairly. The policy outlines procedures to be followed if a Student feels they are being discriminated against, harassed, bullied, victimised or have had their dignity violated during their engagement with DMU.
- 1.4 This policy works alongside the following separate university policies and regulations for students including but not limited to:
 - General Regulations and Procedures Affecting Students
 - Appeals
 - Complaints
 - No Space for Hate
 - Student Social Media Policy
 - Sexual Misconduct Policy
- 1.5



- 1.7 This policy also covers behaviour that may be considered complicity or retaliation. For example, this is when a person knowingly helps, promotes, or encourages any form of discrimination, harassment, victimisation, bullying or acts in way that support others violates individuals' dignity. Retaliation may constitute any words or actions, including intimidation, threats, or coercion, made in response to disclosures or reports made under this Policy, by any individual including both the Responding Party and the Reporting Party, as well as witnesses, friends, or relatives.

- 1.8 DMU is required to protect its Staff, Students, contractors and visitors from hate,



2.4 Harassmen



- 3.2 DMU will endeavour to ensure that both Staff and Students raising a concern under this policy, are not victimised as a result. The University cannot guarantee the behaviour of another person, but will commit to take action if victimisation occurs.

- 3.3 Any Student who feels that they are the subject of, or have witnessed, hate, discrimination, harassment, bullying or victimisation, either by a fellow Student, a member of Staff or anyone else may contact the University's Equality and Diversity Officer.



- 3.9 By exception the University may refer the case to the Police if the risk is deemed to warrant it, e.g. a safeguarding concern. If the situation is deemed to be serious enough, the university may still investigate.
- 3.10 Incidents of hate, discrimination, bullying, harassment, violation of dignity or victimisation may also be reported, out of hours, directly to:
- The Security Team. The team is available 24 hours a day and can be telephoned on 0116 2577642 or emailed in strict confidence
 - securitytl@dmu.ac.uk.
 - Alternatively incidents can be reported anonymously via the [anonymous disclosure form](#).
 - Incidents and/or emergencies can also be reported to the police.
- 3.11 A disclosure involves an individual choosing to tell anyone who is part of the University community about their experience of hate, discrimination, bullying or harassment. The university may take action if serious safeguarding concerns are raised.
- 3.12 A report is the official sharing of information with a Staff member of the University regarding an incident of hate, discrimination, bullying or harassment experienced by that individual, for the purposes of initiating an investigation process by the University.
- 3.13 Personal information shared during such a disclosure will be handled in line with the University's responsibilities under the appropriate data protection legislation, including the General Data Protection Regulation and Data Protection Act 2018 and any subsequent legislation.
- 3.14 Any investigation undertaken by the University will be on the 'Balance of Probabilities' and is conducted as a separate process to the University Complaints Procedure as defined in the Glossary to these Regulations.



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