



LEEDS BECKETT UNIVERSITY

Dignity & Respect

Don't feel isolated.
There are people you can talk to.



Everyone should be treated with dignity and respect.

Our University is committed to providing an inclusive and supportive environment. We all have a responsibility to ensure that our university is a place where staff and students are protected from treatment which humiliates, demeans them, or which is unfair.

Our university does not tolerate harassment or discrimination of any kind including but not limited to:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion/Belief (& no belief)
- Sex
- Sexual Orientation

Our Dignity at Work and Study policy sets out our university's expectations of behaviour and treatment of colleagues and students. It also highlights the steps to follow if there are any concerns. Please visit www.leedsbeckett.ac.uk/drn to find out more.

What is the Dignity and Respect Network?

Our university has a network of trained staff who are available to discuss and support any aspect of behaviour that causes concern. The network is trained on subjects including equality and diversity, bullying, harassment, and discrimination. Network staff have excellent listening skills and can provide comprehensive impartial advice, options and information on our policies and current legislation. Staff involved with the Dignity and Respect Network work across a range of faculties and services from within the University.

Who can contact the Network?

The Dignity and Respect Network is available to all staff and students providing a place to go and talk about an issue that is causing concern. Staff and students who use the service comment that they feel much better just being able to talk.

The Dignity and Respect Network is informal. Wherever possible you will be supported to resolve an issue through informal means. Occasionally, situations are very serious and formal procedures have to be followed. Even if this happens the network can support you through the process.

What are the values of the Dignity and Respect Network?

- Impartiality
- Non-judgmental
- Confidentiality
- Supportive
- Equality and Diversity

Why might I want to contact the Dignity and Respect Network?

- I am feeling uncomfortable about behaviour I have witnessed.
- The way I have been treated has been bothering me.
- I think I am being bullied or harassed.
- I have been offended by behaviour or comments.
- I have experienced comments on social networks that I am uncomfortable with.
- I have been experiencing some difficulties in my living accommodation.
- I have been challenged about my own behaviour and would like support.
- I am concerned about my own behaviour.
- I am responsible for dealing with an issue in my area and would like support and information.
- I would like some tips on how to create an environment that is positive and inclusive.

What will happen if I contact the Dignity and Respect Network?

We will make an appointment to meet you on Campus in a place and at a time during the day that is convenient for you. You will be given the time and space to talk through your concerns. There is no obligation to take anything further.

Taking Responsibility.

Please remember your own responsibilities to treat your colleagues, students and all guests to the University with the dignity and respect you yourself expect to receive. You can play your part by being sensitive to the views of others, which may frequently differ from your own, and trying to create an environment where your own behaviour, language or conduct does not create any offence or misunderstanding. Where misunderstandings do occur, an apology often resolves the situation with no further problems.

It is the responsibility of every member of our University to help create an inclusive community where everyone is enabled to achieve their full potential and mutual respect is the norm.

The Dignity and Respect Network can help.

If you would like to talk through an issue in confidence with someone who is independent you can expect the Dignity and Respect Network to:

- Listen effectively
- Respect confidentiality
- Clarify options
- Offer support
- Have knowledge and experience
- Provide definitions and examples of bullying and harassment
- Provide information on our university's processes and procedures

The network is coordinated by The Equality and Diversity Team.

Contact the Dignity and Respect Network

Telephone: 0113 812 5474

Email: equality@leedsbeckett.ac.uk