

Regulation G

Equal Opportunities Policy Statement

Introduction/Statement of Intent:

1. It is the policy of KCLSU to promote equal opportunities for its staff and students by prohibiting all forms of discrimination, harassment and incitement to discriminate or harass.
2. The aim of this policy is to create an environment whereby students and staff are treated fairly and equally.
3. KCLSU is committed to providing a safe and secure environment for all its members, staff and visitors.
4. No person will be discriminated against on grounds of any of the following:
 - a. Age
 - b. Colour
 - c. Ethnic and/or national origin
 - d. Gender
 - e. HIV Status
 - f. Marital Status
 - g. Nationality
 - h. Parental status
 - i. Physical and/or mental disability
 - j. Political opinion
 - k. Pregnancy
 - l. Religion
 - m. Sexual orientation
 - n. Socio-economic background
 - o. Any other irrelevant distinction
5. This policy informs employees, members and visitors of KCLSU of the type of behaviour that is unacceptable in our environment and also provides all user groups with a means of redress.

Implementation:

6. No student or group of students shall harass any person nor incite other people to discriminate or harass.
7. It is the responsibility of all students, staff and visitors of KCLSU to adhere to this policy, behave in a non-discriminatory manner and to help change practices and procedures that deny or limit equality of opportunity or treatment.
8. KCLSU will monitor and reassess its own practice and procedures to ensure that they are in no way discriminatory to or exclusive from any particular group.
9. KCLSU will commit itself to applying disciplinary grievance procedures should any students or Union staff contravene this policy in KCLSU.
10. The Student Activities Board reserves the right to suspend any KCLSU society/sports club for producing discriminatory literature or holding a discriminatory event within the context of this or any other union policy. The Executive may also remove publicity or cancel any Union event or entertainment that is seen to discriminate or contravene this equal opportunities policy.
11. The Union aims to end all discrimination by taking positive action to enable disadvantaged and under represented groups to participate fully in all aspects of union activity. KCLSU will also campaign to raise awareness of discrimination outside of KCLSU.

Procedure for breaches of this policy:

details of the name(s) of the person(s) involved together with details of the date and place at which the alleged misconduct took place, and be delivered to the Union Chair as soon as possible.
(See Regulation I – Disciplinary Process for further details)

Students, Officers and users of Union facilities who have cause to comment on an individual member of staff should contact the President (or in the President's absence, the VP Education and Representation) who will take up the matter with the General Manager. The General Manager will then prepare a report on the matter for the President.

14. On receipt of the General Managers report, the President should take one of three courses of action:
 - a) To pursue the formal disciplinary action as set out elsewhere in the Union's personnel procedures.
 - b) To request that the General Manager pursues the suggestion/criticism as part of ongoing supervision.
 - c) To pursue no further action.

In each case the outcome should be reported to the student officer/member complainant confidentially and the President and the General Manager should keep a record. A closed session of the Executive should also be informed of the President's decision.

15. If an incident happens at a KCLSU bar or event, the complainant should inform the bar or event manager for immediate action.

Definition of Terms:

Discrimination

Discrimination means singling an individual or group out in a favourable or unfavourable way on the basis of irrelevant distinctions such as age, gender etc. Examples of discriminatory behaviour include:

- a) Derogatory language
- b) Obstructing or encouraging progress of an individual/group on the grounds of an irrelevant distinction such as age, gender etc.

Harassment:

Bullying:

