

USSA Equal Opportunities Policy

Statement of Intent

The University of Strathclyde Students' Association (USSA) is committed to promoting Equal Opportunities for all. We are opposed to all forms of discrimination; what we do, or whatever we plan on doing, should provide for a full diversity of people and their rights. All members, employees, job applicants, volunteers and those who access USSA's services must not be discriminated against on the basis of the characteristics outlined in the Equality Act 2010, nor in relation to health status, economic status, social background or class.

USSA agrees that the protected characteristics enshrined in the Equality Act 2010, such as: Gender (including gender reassignment); Marital or Civil partnership status; having or not having dependants; religious belief or political opinion; race (including colour, nationality, ethnic or national origins); disability; sexual orientation; and age, should be respected, and that those who fall into these categories must not suffer discrimination.

Furthermore, given USSA's location we recognise that sectarianism is of particular relevance; we are committed to tackling this type of behaviour in any shape or form and we will work to ensure that this is met with appropriate action.

Scope of the Policy

All students, student groups, members, staff, affiliated organisations¹ and anyone else who may access the services of USSA, agree to abide by the terms of this Policy. Acceptance of membership and use of facilities and services presumes acceptance of this policy.

This policy also recognises and includes the Standing Policy² published by students within USSA:

- Violence Against Women - 1993 (retained in 2006)
- Equality & Diversity Forum Policy Document - 2010
- Challenging Racism on our Campus and in our Communities - 2011
- Zero Tolerance to Sexual Harassment - 2011
- No Place for Hate - 2012

Additionally, this also covers the USSA Code of Conduct.

This policy also recognises the importance of the University of Strathclyde's Dignity and Respect Policy³.

¹ This includes the University of Strathclyde Sports Union (USSA) and any organisation, including other student associations, that we have a Union agreement with.

² <http://www.strathstudents.com/policy>

³ <http://www.strath.ac.uk/staff/policies/eqdiv/dignityrespect/>

Objectives

USSA will:

- Recognise the wide-ranging diversity of tastes and interests held by the student body and seek to ensure that services and entertainment within USSA reflect such diversity, providing a welcoming atmosphere without fear of harassment to all members of the student body for all USSA events.
- Work alongside, but not infringe upon, our liberation groups⁴, faith groups and any other relevant affiliated societies within Schedule 16 of the Equality Act 2010⁵ to ensure that USSA truly represents its members.
- Promote a good and harmonious working and social environment in which all persons are treated with respect and dignity.
- Fulfil all our legal obligations under the equality legislation and associated codes of practice including the equal opportunities policy and our own standing policy.
- Regard all breaches of this equal opportunities policy as misconduct which could lead to disciplinary proceedings.
- Ensure that all USSA members, volunteers, staff and those who access USSA are made fully aware of USSA's Equal Opportunities Policy.

Implementation

Points for implementation include (but are not limited to):

- A copy of the Equal Opportunities Policy will be sent out alongside each Student Guide for new and returning students of the University.
- Each Club⁶ will be required to sign the Equal Opportunities Policy at the start of each Academic Year (a signature by the President, Convenor, Captain or representative will be required) and this will be kept on file.
- All Club representatives will receive training regarding the Equal Opportunities Policy and the Policies that they cover. This will be built into the training programme that is delivered by USSA Staff, i.e., via the handover process.
- The Equal Opportunities Policy will be available on the USSA website, on the first page of USSA Standing Policy⁷.

⁴ (Lesbian, Gay, Bisexual, Transgender (LGBT), Race Relations, Students' With Disabilities (SWD) and the Women's Group)

⁵ <http://www.legislation.gov.uk/ukpga/2010/15/schedule/16>

⁶ Club refers to all societies and groups held within USSA, including those within USSU.

⁷ <http://www.strathstudents.com/policy>

Monitoring and Responsibility

The Vice-President Diversity & Advocacy will be responsible for being the primary representative and spokesperson for Equal Opportunities within USSA.

The Equal Opportunities policy will be reviewed annually in May/June by the Vice-President Diversity & Advocacy, Engagement and Support Manager, Ask Adviser and the Policy & Public Affairs Adviser.

Complaints Procedure

Any person or group who believes that they have been discriminated against on any of the grounds specified in this Policy should keep a record of any instances of discrimination. A detailed record should be kept in respect of what happened, where and when it happened, how that individual or group felt at the time, whether there were any witnesses to the discrimination and, if so, the identity of the witnesses.

Where discrimination occurs individuals and/or groups should bring the matter to the attention of the Vice-President Diversity & Advocacy immediately. Where the person about whom the individual wishes to complain is an Executive member, the individual should bring the matter to the attention of the Association President.

The formal complaint should be in writing and should contain:-

- The name of the alleged offender
- The nature of the incident
- Dates and times when the incident occurred
- The names of any witnesses to the alleged incident
- Any action taken to seek to stop the incident.

The relevant officer will investigate and follow disciplinary procedures, if appropriate. Should the complaint be against the President, the individual and/or groups should contact the Chief Executive and the complaint should follow the structure outlined above.

Any action taken will be subject to the Disciplinary procedures of USSA outlined in pages 23-25 of the Constitution⁸

⁸ <http://www.strathstudents.com/sites/default/files/new%20constitution%20&%20Schedules%20-%202010.pdf>