

# Respect at BCU

## Policy Statement

Birmingham City University and Birmingham City University Students' Union ('BCUSU') are fully committed to sustaining a positive environment free from harassment, discrimination, bullying and victimisation, where people can work collaboratively and productively together and are equally valued and respected. We value and will actively seek to promote and celebrate the diversity of our staff, students and partners throughout all our activity, and will provide a supportive working and learning environment. We will actively seek to identify and dismantle inequalities within the University community.

We are committed to protecting the dignity of all those who attend campus or interact with us online or through partnerships, and require all those associated with the University and BCUSU to treat each other with dignity, courtesy and respect at all times.

We will ensure that our systems and processes are just and fair for all, and do not inadvertently discriminate against any specific groups or individuals.

We will not tolerate unacceptable behaviour in any form (including discrimination, bullying, harassment or victimisation), regardless of whether covered by legislation or not. Definitions and examples of unacceptable behaviours agreed between the University and BCUSU can be found [here](#).

What makes behaviour unacceptable is often the effect it has on the recipient; for example, they may feel distressed, threatened or abused. An individual might perceive behaviour as unacceptable even if there is no intention of causing offence. We will take appropriate steps to prevent unacceptable behaviour, including the provision of training and awareness-raising activities.

Those who are subject to unacceptable behaviour or witness such behaviour should feel able to raise complaints without fear of victimisation, and to know that the University and BCUSU (together or independently) will investigate and resolve such matters in a fair and objective manner.