Coventry University’s Policy Statement of Commitment to Equality, Diversity and Inclusion

Equality, freedom and treating all persons with dignity and respect are fundamental human rights. As such, the University is committed to making these central in all its work.

A diverse student body and workforce benefit the University’s role as a provider of high quality education, research and employment in a modern and ever-changing global society. The University is firmly committed to the promotion of equality and will not unlawfully discriminate, or tolerate discrimination (direct or indirect, harassment or victimisation) on grounds of age, disability, ethnicity (including race, colour, caste and nationality), gender identity, marriage or civil partnership, pregnancy or maternity, religion or belief, sex and sexual orientation; this includes discrimination by association or due to perception.

The University’s Equality Objectives, can be found at www.coventry.ac.uk/equalityanddiversity Further Policies and information on equality can be found here also. Progress and successes are monitored by the Board of Governors and the Equality, Diversity and Inclusion Committee.

What does this mean to you?

As a potential employee you can be confident that you are applying to work for an organisation fully committed to ensuring equality, diversity and inclusion and that the recruitment process fully supports and upholds this statement.

As an employee you are working for an organisation whose commitment to the promotion of equality, diversity and inclusion is furthered by a range of policies and procedures, enhanced by Employee Support Groups, to ensure that the University is benefiting from best practice and lived experiences in this area.

As a student applying for a place at the University you will be treated with equality and fairness in accordance with our admissions policy and
procedures. You will have access to information and advice throughout the admissions process to assist you with your decision making.

**As a student** you benefit from studying at a University with a diverse student body and workforce. Our commitment to equality and to dignity and respect is furthered in the University’s *Students* which details your rights and responsibilities.

**As a partner organisation** in any sector (public, private or voluntary) you will be welcomed and treated with dignity and respect. You will work with the University to promote equality within joint activities for the benefit of all.

**As a contractor** working on our premises you have both rights and duties (as detailed in your contract) and will act in accordance with our principles and standards.

**As a visitor** you will be welcomed and treated with dignity, respect and courtesy.

**Responsibilities**

All staff and students are responsible for upholding this commitment. Discriminatory behaviour will be dealt with under the appropriate Complaints, Grievance or Disciplinary procedure.

*Approved by the Board of Governors 17 July 2009*

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