



# KeeleSU Equality Commitment

Revised August 2015

Keele University Students' Union is committed to equality of opportunity in work, study and life.

Keele University Students' Union aims to create a work environment where everyone is treated fairly, where all people are able to perform to the best of their abilities, where there is no bullying and harassment or discrimination, and where all decisions are based on merit.

As an equality employer and as a service provider, Keele University Students' Union is required to combat across the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

Keele University Students' Union aims to create a safe, equitable environment in which all members or members of staff feel safe and valued. As an employer Keele University Students' Union does not accept behaviour in the workplace (or near the workplace and at work-related social functions) which fall below this standard, any staff failing to adhere to equality of opportunity will be dealt with according to the current disciplinary guidelines.

Keele University Students' Union has a Complaints Procedure which can be used by customers, students, service users and co-workers, Union Committee are responsible for the policy. Staff are able to utilise the Grievance Procedure, Staffing Committee (to become Human Resources and Remuneration Committee) are responsible for this procedure.

This policy will be monitored routinely, at least annually, please see review date at the bottom of this document.

This policy is linked to our Recruitment, Induction, Staff Discipline, Equality and Diversity and Complaints policies and procedures.

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<http://www.equalityhumanrights.com/advice-and-guidance/guidance-for-employers/equality-policies-equality-training-and-monitoring/equality-policies/>

Review Date: August 2016