



## DOWNING COLLEGE CAMBRIDGE

### Respect and Dignity Policy

The College's core values encompass freedom of thought and expression, and freedom from discrimination. The College is committed to maintaining a learning, living and working environment in which the rights and dignity of all members of the community are respected. The College therefore expects all members of its community to treat each other with respect, courtesy and consideration. Each person has the right to expect appropriate behaviour from others and has a corresponding responsibility to behave appropriately towards others.

To work and study effectively students need a climate of equal opportunity in which they are respected and valued for their contribution, irrespective of their sex, gender identity (including reassignment), marital, parental or partnership status, race, ethnic or national origin, colour, disability, sexuality, religion or belief, or age. The College will not tolerate the harassment or bullying of any member of its community by another. Furthermore, any activity that contravenes these principles of inclusivity – whether intentionally or not – is damaging to our community and will be subject to the scrutiny of the College.

There are several policy statements that address these objectives. Information on what constitutes harassment or bullying and what to do if you are suffering from such harassment can be found at <http://www.dow.cam.ac.uk/students/respect-and-dignity/harassment-and-sexual-misconduct-policy>.

The College's sexual assault policy can be found at <http://www.dow.cam.ac.uk/students/respect-and-dignity/sexual-assault-policy>. The College subscribes to the aims of the University's Dignity@study policy (<http://www.cambridgestudents.cam.ac.uk/welfare-and-wellbeing/dignitystudy>).

If you wish to discuss any problems that you are experiencing with regard to these issues – or indeed anything else – there are many people in College that you can approach. These include your Tutor, your Director of Studies, the Chaplain, the College Nurse, the JCR or MCR Officers (particularly the Welfare Officers), or CUSU Officers. If you wish to speak to someone from outside of College you will find suggestions in some of the documents listed above.

The procedures for making complaints can be found at <http://www.dow.cam.ac.uk/current-students/downing-college-rules-and-guidelines/suggestions-and-complaints>. While it is hoped that the vast majority of issues can be resolved through dialogue, students should not hesitate to raise concerns through this process when necessary. This may result in disciplinary procedures which are – in the first instance – led by the Dean and are described at <http://www.dow.cam.ac.uk/current-students/downing-college-rules-and-guidelines/discipline>.

The Downing College community is very special and must be treasured by its members to ensure that everyone feels equally at home here.