

- o Marriage and civil partnership
- o Pregnancy and maternity
- o Race and ethnicity
- o Religion or belief
- o Sexual orientation

In addition to promoting equality of opportunity and equality of access to our services, we will also uphold a

- o Improve opportunities within the organisation through internal promotion
 - o Utilise the knowledge of different areas of the community
 - o Understand market segments and consumer behaviour
 - o Become an education provider and employer of choice
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- o Value and respect students and employees, attracting and retaining a wider talent pool

4. FORMS OF DISCRIMINATION

Unlawful discrimination may take different forms, all of which are prohibited at the University. These are described in more detail below:

Direct Discrimination

Direct unlawful discrimination will occur where, in like for like circumstances, a person is treated, or would have been treated, less favourably than others on the grounds of a protected characteristic.

In very limited circumstances it will be lawful for an employer to treat people differently if there exists a requirement for a particular type of person to do the job, the employer must be able to justify a sound business reason for this.

Associative Discrimination

Associative discrimination is discrimination against a person because they may have an association with someone with a protected characteristic.

An example might be a non-disabled student or employee who is discriminated against because s/he needs to care for a disabled dependent.

Perceptive Discrimination

Perceptive discrimination is discrimination against a person because the discriminator thinks the person possesses that characteristic, even if they do not.

Indirect Discrimination

Indirect discrimination occurs when a policy or practice applies to everybody, but the policy or practice has a disproportionate impact on people with a protected characteristic.

Harassment

hostile, degrading, humiliating or

Students or staff can complain of harassment even if they do not possess the protected characteristic or if the harassment is not directed at them.

Harassment (or bullying) may take many forms. For instance, it may be in the form of unwanted remarks, inappropriate jokes or ridicule, unwelcome physical contact, shunning or segregation; it may be an isolated incident or a series of incidents.

Complaints about harassment can be pursued through the University of Suffolk Dignity at Study Policy (students) or through the Dignity and Respect at Work Policy and/or grievance policy (staff). When the

Staff who are concerned that they may be the subject of discrimination, or who are uncertain about their obligations in this respect, are encouraged to discuss their concerns with their line manager.

9. COMPLAINTS

Students wishing to make a complaint about matters concerning their studentship should refer to the Dignity at Study Policy and are encouraged to speak to their tutor or Dean of School, or to a member of Student Life

Staff wishing to make a complaint about matters concerning their employment should refer to the Dignity and Respect at Work Policy and/or grievance policy (staff). and are encouraged to speak to their line manager, or

[Equality Impact Assessment](#)