

Equality Policy

1. Opening Statement:

- 1.1 *Union Activities is committed to ensuring all affiliated Student Groups will positively advance equality of opportunity for all current and potential students, staff and its other stakeholders, and this policy seeks to ensure this commitment is followed through.*
- 1.2 *If a Student Group breaks this policy, a full investigation will be carried out in line with the Student Group disciplinary procedure outlined in the Student Group Constitution.*

2. Policy Scope

- 2.1 This code of conduct applies to all affiliated Student Groups (including Team Leicester) that fall under the jurisdiction of the University of Leicester Students' Union Union Activities Department.
- 2.2 This policy does not form any part of the Students' Union constitution and may be amended at any time. Prior notice will be given where possible but is not necessary.
- 2.3 This policy is in addition to the Students' Union Student Group Constitution and any other policies and documents held by the University of Leicester Students' Union which make reference to Equality.

3. Aims of the Policy

- 3.1 To promote an awareness of how Student Group's should promote equality within their activities.

4. General Guidance

- 4.1 Student Groups will not discriminate unfairly on the basis of sex, pregnancy and maternity, gender, gender reassignment, disability, race, ethnic or national origin, age, sexual orientation, socio economic background, religion and belief, political beliefs, family circumstances including marriage and civil partnership and trade union membership.
- 4.2 Student Groups will seek to:
 - 4.2.1 Eliminate discrimination, harassment and victimisation in relation to the characteristics highlighted.
 - 4.2.2 Promote equal opportunities between people who share a characteristic and those who do not.
 - 4.2.3 Foster good relations between people who share a characteristic and those who do not.