



# EQUALITY AND DIVERSITY

## A GUIDE FOR STAFF AND STUDENTS

This leaflet has been designed to show SERC's commitment to employees and students that the College promotes a harmonious, learning and working environment which demonstrates respect for and acceptance of difference. Every individual is supported in order to achieve their full potential in an environment free from harassment, victimisation and discrimination.

### **Equality of Opportunity**

Section 75 of the Northern Ireland Act 1998 (the Act) requires the college to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations and giving everyone a fair chance to participate with the removal of all barriers. Diversity is about difference and recognising that everyone is different and all have so much to offer.

The Equality Scheme and disability action plan sets out in detail how the College intends to fulfil its commitment to promoting equality of opportunity and good relations and this can be viewed by accessing the College website

[www.serc.ac.uk/public-information/equality](http://www.serc.ac.uk/public-information/equality)

## What can the College and you do to promote Equality and Diversity?

- Treat people as individuals, respecting their beliefs and views even when they are different to your own and others
- Treat everyone in the College with dignity and respect at all times
- Support those who face daily challenges to access learning
- Think about the language you use and make it as inclusive as possible
- Avoid isolating, singling or inappropriate language or images of someone because of their sexual orientation, disability, religious belief, etc. Such behaviours are unacceptable and could be seen as harassment
- Respect each other's cultural practices and traditions – this includes food, drinking alcohol, clothing and religious practice
- Adhere to the College's Dress code policy
- Not behave in a manner that could be offensive to other student, staff or the public
- Support fellow students/staff who are being harassed

## Further information:

If you require further information or advice or if you feel you may have been the victim of any kind of discrimination, victimisation, bullying or harassment staff should contact

**Emma Carson**

028 9127 6730

hr@serc.ac.uk

**Maureen McKay**

028 9127 6820

hr@serc.ac.uk

Students should contact their course tutor or a member of Learning Support team who are available on campus.

This leaflet can also be downloaded from the College's website

**[www.serc.ac.uk](http://www.serc.ac.uk)**

If requested, the College will make this leaflet available by means of alternative formats including large print, Braille, audio cassette and computer disk.

