

# Respect for the Rights and Dignity of Others Policy

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## Introduction

1. The Respect for the Rights and Dignity of Others Policy supports the aim of creating a culture of diversity within the Northeastern University London (the University) community, providing a dynamic working and learning environment where all members are valued for their contribution and individuality.
2. The University values the safety, privacy, property, personal rights and dignity of all. The University endeavours to promote a community free from illegal or inappropriate conduct, including threats, violence, harassment, intimidation, coercion, and discrimination.
3. The University's overarching approach to its community is to ensure that there is a collegial feel in which all members treat one another as partners to foster a culture in which a cohesive and self-critical academic community can flourish.

## Scope

4. This Policy applies to students, staff, workers, contractors, consultants, secondees and any self-employed individuals working for the University.
5. This policy does not form part of the University's employment contracts, and the University reserves the right to update it at any time.

## Purpose

6. As well as supporting the University's mission, values, strategies and other policies, this Policy is needed to enable all students and staff to flourish.
7. Laws on bullying, harassment and discrimination require employers to take steps to minimise the risk of such misconduct and failings, and to deal with allegations swiftly, fairly and reasonably.
8. Potential research partners will require us to demonstrate that the University has sound ways of upholding the dignity of students and staff before forming partnerships.
9. The University's public reputation, and ability to attract and retain the students and staff it needs to grow and succeed, will depend on, among other things, dignity at study and work.
10. This Policy aims to meet all those requirements and more.

## Definitions

11. At Northeastern University London, “dignity at study and work” means more than the absence of bullying, harassment and discrimination. It also means:
- Equality of opportunity for all
  - Creating an inclusive environment where diversity is celebrated
  - Healthy, safe and good quality working, studying and living environments
  - Mutual respect between all staff, students and visitors
  - Appropriate levels of empowerment, trust and autonomy for individual staff
  - Freedom to contribute to the University’s development
  - Opportunities to develop knowledge, skills and careers
  - Recognition of good work
  - Celebrating successes
  - Fixing problems quickly, fairly and where possible, informally
  - Learning from mistakes.

## Achieving respect for the rights and dignity of others

12. Achieving respect for the rights and dignity of others will not be achieved by having a written policy alone. The University will therefore monitor and report on its progress specifically on diversity, equality and inclusion, and more generally on factors such as complaints, health and safety matters, staff turnover and exit survey data.
13. The University will use a system of staff and student surveys to take pulse checks and regular in-depth analysis of subjects relevant to dignity at work.
14. The University will use these surveys and analyses and other sources of information, such as grievances and complaints, to help meet its obligations under the Public Sector Equality Duty.
15. The University will make this Policy accessible to all staff and students, and include it in the required reading and training for new employees during their probationary period.
16. The University will collaborate with Northeastern University London Student Union, “[in support of the Union’s objective to create a consistent and fair environment between the SU, University and students](#)” and the University’s recognition that “[a strong, healthy and vibrant Student Union is vital to enhancing the student experience](#)”.

17. This Policy is underpinned by the following complementary policies, but not limited to:

- Academic Quality Framework Chapter 10: Student Voice
- Academic Quality Framework Chapter 13: Staff Recruitment and Development
- Acceptable Use Policy for Students (IT)
- Discrimination, Bullying, and Harassment Policy
- Sexual Misconduct Policy
- Capability Policy
- Code of Practice on Freedom of Speech
- Complaints Procedure for Students
- Diversity, Equality & Inclusion Policy
- Gender Transition Policy
- Grievance Policy
- Health & Safety Policy
- Managing External Speakers Policy
- Menopause Policy
- Performance Management and Development Policy
- Personal Relationships between Staff and Students Policy
- Safeguarding Policy
- Staff Disciplinary Policy.

## Resolving concerns

18. In line with the University's disciplinary and grievance policies, and the complaints procedure for students, concerns are generally best resolved informally. That way they can be dealt with quickly and at an early stage, rather than have problems festering and compounding themselves.
19. The University's HR team has trained mediators who can facilitate resolution meetings as well as advise staff on informal resolution without their direct involvement.
20. If the problem is felt to be more serious than one that can be resolved by informal means, or that approach has been tried but failed, then a formal approach can be taken, with appropriate support from the HR team.
21. If the matter relates to allegations about a student's behaviour, then formal resolution in such cases would involve using the Disciplinary Procedure for Students.
22. Students who want support or advice can contact [Student Support & Development](#).

## Review

23. This Policy will be kept under review, and taking into account user feedback and quantitative information from sources such as the HR team, will be adapted and updated to ensure it is relevant and fit for purpose.

## Version History

<b>Title: Respect for the Rights and Dignity of Others Policy</b> <b>Approved by: Executive Committee</b> <b>Location: SharePoint</b>				
Version number	Date approved	Date published	Owner	Proposed next review date
24.1.0	10/9/24	30/10/24	HR Director	One year after publication
Related documents	Academic Quality Framework Chapter 10: Student Voice Academic Quality Framework Chapter 13: Staff Recruitment and Development Acceptable Use Policy for Students (IT) Discrimination, Bullying, and Harassment Policy Sexual Misconduct Policy Capability Policy Code of Conduct Code of Practice on Freedom of Speech Complaints Procedure for Students Staff Disciplinary Policy Diversity, Equality & Inclusion Policy Gender Transition Policy Grievance Policy Health & Safety Policy Managing External Speakers Policy Menopause Policy Performance Management and Development Policy Personal Relationships between Staff and Students Policy Safeguarding Policy			
External Reference Point(s)	<a href="#">Equality Act 2010</a> <a href="#">Public sector equality duty</a> <a href="#">The Worker Protection (Amendment of Equality Act 2010) Act 2023</a>			