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| Policy Name:  | Sexual Orientation & Gender Identity Policy  | P No : P1415-1491 |
| Policy Owner:   | Bethan Lewis   |                   |
| Issue/Review Date:  | November 2018  |                   |
| Relevant Legislation / ACAS guidance 'Sexual Orientation Discrimination: Key points for the workplace': | Equality Act 2010  |                   |
| Documents being replaced:   |  |                   |
| Policy Statement  | <p>Swansea University values all its staff and students equally, regardless of their sexual orientation or gender identity. The University aims to create an environment in which all staff and students, whatever their sexuality or gender identity, feel equally welcome and valued, and in which homophobic and biphobic behaviour is not tolerated.</p> <p>It recognises the extent of heterosexist assumptions in society, and the existence of homophobia and biphobia and through the implementation of the relevant policies and procedures seeks to ensure that;</p> <p>a) Recruitment, progression and promotion are based entirely on relevant criteria, which do not include sexual orientation or gender identity.</p> <p>b) Everyone is treated with equal dignity and fairness regardless of their sexual orientation or gender identity.</p> <p>c) Homophobic and biphobic abuse, harassment or bullying (e.g. name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is a serious disciplinary offence, and will be dealt with under the appropriate procedure.</p> <p>d) Homophobic and biphobic propaganda, in the forms of written materials, graffiti, songs or speeches will not be tolerated. The University undertakes to remove any such propaganda whenever it appears on the premises and to take action against those responsible. Working within an educational environment there may be occasions where academic staff will need to discuss with students, material that is deeply offensive. In this instance, the University recognises that there are legitimate educational needs to display and discuss such matters.</p> <p>e) The University will provide a supportive environment for staff or students who wish it to be known that they are Lesbian, Gay or Bisexual (LGB). However, it is the right of the individuals to choose whether they wish to be open about their sexuality in the University. To 'out' someone, whether staff or student, without their permission is a form of harassment, and will be treated as such.</p> <p>f) Assumptions will not be made that partners of staff and students are of the opposite gender. Workplace benefits and family leave policies will apply equally to same-gender and opposite-gender partners.</p> <p>g) The University welcomes and where appropriate will provide facilities for LGB student and staff groups (e.g. meeting facilities etc.)</p> |                   |

h) LGB issues will be included in equality training, internal attitudinal surveys, monitoring of complaints of harassment etc, and LGB trends will be reviewed and acted upon as appropriate

i) The University recognises that LGB staff and students come from diverse backgrounds, and will strive to ensure that they do not face discrimination on the grounds of their sexual orientation or with regard to other aspects of their identity (e.g. gender identity, race, age, religion, disability).

j) LGB monitoring data will be collected and reviewed in an anonymised format within the university's Equality Annual Report every year. The LGB data will be reviewed and any issues acted upon as appropriate.

The following policies support the University's commitment to value all staff and students equally, regardless of their sexual orientation:

- Recruitment and Selection Policy
- Dignity at Work and Study Policy
- Disciplinary and Grievance Policies
- Strategic Equality Plan

Definitions of HR terms used in this policy:

Supporting Procedures/Guidance Documents/Codes of Practice with P Nos. and hyperlinks: