



# HUU Equality and Diversity Policy

## Introduction

Hull University Union (HUU) is committed to providing a diverse and inclusive campus culture with fair and equal opportunities for all. The aim of this policy is to outline inclusion as one of the values of HUU and how it relates to our members and service users.

HUU takes a proactive approach to the inclusion of all groups listening to feedback and promotes a culture which champions' diversity and works to tackle all forms of discrimination as understood in the 2010 equalities act. All students at the University of Hull are also included in the universities diversity and inclusion policy available from the University website.

### What is equality?

Equality is ensuring individuals or groups of individuals are treated fairly in the same manner regardless of characteristics including but not limited to:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Promoting equality throughout practices, communications and service aims to remove discrimination of members and users in all of these areas and enables everyone to realise their full academic and personal potential whilst engaging with HUU.


### What is diversity?

Diversity recognises that though people have things in common with each other they are also different and unique. Diversity aims to recognise, respect and value individual people's differences.

Diversity works hand in hand with equality. We will adhere to the definitions of these words when engaging with all of our members.

HUU's commitment to equality and diversity underpins all operations of HUU including but not limited to:

- HUU's governance structures and democratic processes (e.g. elections)
- Student opportunities (e.g. societies/sports clubs/volunteering/give-it-a-go events)
- Events, products and venues (e.g. Asylum/Club nights/ live events)

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- Communication with and services to members (e.g. social media, student newsletter, food and drink / retail outlets)

HUU has a zero tolerance policy which sets out its stance on issues of bullying, harassment and victimisation as part of the process to foster an equal, inclusive campus culture.

#### **How to raise a concern**

If believed that this policy is not being followed, submit in writing a complaint to [hUU-complaints@hull.ac.uk](mailto:hUU-complaints@hull.ac.uk). For comprehensive detail refer to the HUU complaints policy and complaints guide.

#### **Review**

This policy will be reviewed every three years.

Next review date: September 2022