

University of the Highlands and Islands

Equality and Diversity Charter 2015

The University of the Highlands and Islands is committed to equality of opportunity and non-discrimination in all aspects of its work and study. The University will take steps to

- eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and those who do not

The University of the Highlands and Islands accepts its obligations to fulfil the statutory requirements relating to equality and diversity. It is committed to ensuring that this Charter is implemented into the functions of the University Executive Office, and to encourage implementation across the University academic partners.

The University of the Highlands and Islands will value and respect the differences there are between people and promote opportunity for all. In particular, the University will strive to ensure that people in the Highlands and Islands have the opportunity to

- study
- take up employment
- be involved in their community

without discrimination, and to be treated with dignity and respect in all their engagement with the University.

This requires the promotion of practices both to overcome any existing educational barriers and geographical isolation, and to provide opportunities which reflect the linguistic and cultural diversity of the University.

The University of the Highlands and Islands recognises that individually we all have differences of some sort from which we can share and learn. The intent of this Charter is to help remove barriers that any of us may face due to our differences, and that we strive to create a University where we can all achieve the best we have to give.

Professor Clive Mulholland

Principal and Vice-Chancellor, University of the Highlands and Islands

Date First Approved – 03 November 2011

Reviewed – 02 November 2015

Proposed review – November 2018

Responsible Body University Court