



## STUDENT DIVERSITY POLICY

### I. Purpose

The purpose of this policy is to promote positive attitudes towards equality and diversity and to ensure that everyone in the academic community of PUDCJBR is treated fairly and with dignity and respect. This Policy seeks to ensure that no prospective or existing student shall receive less favorable treatment on the grounds of age, race, color, nationality, ethnic origins, disability, HIV status, sexual orientation, gender, marital or parental status, gender re-assignment, religious belief or non-belief, political belief or social or economic class, pregnancy and maternity or any other basis that cannot be shown to be properly justifiable.

### II. Policy Statement

#### Age

PUDCJBR celebrates and values the diversity of students of all ages and aims to ensure that all students are treated fairly and with dignity and respect.

#### Disability

PUDCJBR works on disability equality and our students will receive the needed support to be able to complete their academic career.

#### Gender Reassignment

PUDCJBR celebrates and values the diversity of its students and aims to ensure that all transgender students are treated fairly and with dignity and respect.

#### Marriage and Civil Partnership

PUDCJBR aims to ensure that all students who are in a marriage or civil partnership are treated fairly and with dignity and respect.

#### Pregnancy and Maternity

PUDCJBR aims to provide an environment where students are supported and treated fairly and with dignity and respect during pregnancy and maternity and while breastfeeding.

#### Race

PUDCJBR celebrates and values the diversity of students of all races and aims to ensure that all students are treated fairly and with dignity and respect.

#### Religion and Belief and non-belief

PUDCJBR celebrates and values the diversity brought by its individual members and aims to create an environment where religious beliefs are welcomed and respected.

This Policy protects against discrimination on the grounds of religion and belief. This legislation also covers non-belief.

PUDCJBR recognizes the right to freedom of thought, conscience and religion. The right to manifest beliefs is qualified by the need to protect the rights and freedoms of others.

### **Sex (Gender)**

PUDCJBR promotes gender equality. We value diversity and aim to ensure that students from all sexes are welcomed and treated fairly, with dignity and equally.

### **Sexual Orientation**

PUDCJBR celebrates and values the diversity of its students and aims to ensure that all lesbian, gay and bisexual students are welcomed and are treated fairly and with dignity and respect.

### **III. Student Services Responsibilities**

All PUDCJBR student services areas functions will take account of the Student Diversity Policy.

The following services have specific responsibilities:

### **Student Admissions**

PUDCJBR is committed to excellence in admissions and aims to provide a professional and fair service for applicants.

PUDCJBR aims not only to select students who have the ability and motivation to benefit from the academic offering which they intend to follow and who will make a contribution to university life, but also to ensure that no prospective or existing student is treated less favorably on any grounds, as stated on this policy.

### **Teaching, learning and assessment**

PUDCJBR values the diversity of backgrounds and experiences that students bring to the academic environment and is committed to meeting the needs of a diverse and changing student body. PUDCJBR aims to ensure that all teaching, learning, and assessment strategies are equitable, undertaken with awareness of the different needs of students, and are directed towards the encouragement of academic and personal development.

### **Facilities and Services**

All facilities and services provided by or in association with PUDCJBR operate in accordance with PUDCJBR Student Diversity Policy.

### **Student Support**

The welfare of our students is our main priority. The student support network aims to secure the personal development, physical and mental well-being, and welfare of all students, supporting them while completing their academic career.

### **Harassment**

PUDCJBR aims to provide a stimulating and supportive environment for learning, teaching and research which will enable students to fulfil their personal potential. Students experiencing harassment or bullying in any form can contact the Counselor who offers a first point of contact to anyone experiencing harassment.

### **Grievance/Complaints**

Students who wish to make a complaint about an equality related matter should seek to do so in accordance with the Student Grievance/Complaint Policy.

**Implementation and Responsibilities**

PUDCJBR seeks to ensure that, as far as is reasonably practicable, members of the academic community are informed of this Policy and any associated procedures. All members of PUDCJBR are responsible for familiarizing themselves with this Policy and its implementation.