

## What to do if you, or someone you know, has been affected.

**Call it out** – where you can, and only if you feel comfortable and safe to do so, call out discrimination and tell the individual(s) concerned that what they are doing is discriminatory. Of course, you may not feel comfortable doing so and that is completely fine. Remember, you don't need to have been personally discriminated against to call out discrimination. Lead the way by being an active bystander and ally.

**Get support** – talk to your family, a good friend or/and speak to UniHelp about support available within the University and externally.

**Report it** - the University takes all forms of discrimination very seriously and will respond either through the Student Conduct and Discipline rules (for incidents relating to a Middlesex student) or the Student Complaints and Grievance Procedure (for incidents relating to a member of staff or university practice). There are different ways to report, including anonymously. To find out more about how to report, and what happens at each stage of the reporting procedure, [read the Report.It.To.Stop.It information](#) on the Changing the Culture Initiative page in UniHub.

We very much encourage reporting of all acts of discrimination. There are many reasons why you may wish to report discrimination, including for the discrimination to stop; for the University to review a decision they've already taken; for a university policy to be changed; for compensation e.g. for stress or an injury; for an apology; for a student or staff member to be reprimanded or dismissed.

## What constitutes discrimination?

### Discrimination

Discrimination means treating a person unfairly because of who they are or because they possess certain characteristics. If you have been treated differently from other people only because of who you are or because you possess certain characteristics, you may have been discriminated against. If you are treated unfavourably because someone thinks you belong to a particular group of people with protected characteristics, this is also discrimination.

Discrimination could include cultural slurs; offensive and derogatory language; physical aggression and violence; exclusion or insensitive jokes, for example. It could be direct or indirect or a combination of both. It could also be discrimination arising from disability or/and failure to make reasonable adjustments for people with disabilities.

### Harassment

Harassment comprises of unwanted behaviour that makes another person feel offended, humiliated or intimidated. Unwanted behaviour could include physical gestures, abuse, jokes, spoken or written words or offensive emails and expressions. For more information, see 'Bullying and Harassment', accessible via the homepage of this document.

### Victimisation

When a person is treated badly or subjected to detriment because they complained about discrimination or supported another victim of discrimination, this may be considered victimisation.

## **What does the law say?**

Under the Equality Act 2010 there are specific forms of protection against discrimination, harassment and victimisation on the grounds of the following protected characteristics:

- Age
- Gender
- Race
- Disability
- Religion
- Pregnancy and maternity
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership

The University is legally obliged under the Equality Act 2010 to protect all its members (students, staff and other) from discrimination. This includes discrimination in the following: admissions; provision of education; disciplinary procedures; any disadvantage, denial of opportunity or choice; teaching; assessment and exams; facilities, including lecture halls, libraries and IT; leisure, recreation, entertainment and sports facilities; physical environment.