

# University of Kent

## Ethical Guidelines

### Equality, Diversity and Inclusivity

Each member of the University community should:

- a) be committed to the creation and support of a balanced, inclusive and diverse community
- b) seek to eliminate discrimination, harassment and victimisation of those who share one of the protected characteristics under the Equality Act 2010 of age, disability, gender reassignment, race, religion or belief, sex and sexual orientation, marriage and civil partnership, pregnancy and maternity
- c) be committed to equality of respect, opportunity and access to higher education to those from all backgrounds, including those who share one of the protected characteristics as well as those who do not, and those who are or may be financially disadvantaged
- d) not accept bullying and harassment and report it if it occurs
- e) if conducting University activities with external organisations and the international community, ensure that they act in accordance with University Policies and Procedures
- f) respect relevant international laws and conventions such as the Universal Declaration of Human Rights and the European Convention on Human Rights.

### Further Information:

- [Dignity at Work Policy](#)
- [Respect at Kent Policy](#)
- [Disability in Employment Policy](#)
- [Equality, Diversity and Inclusivity Policy](#)
- [IT and Library Regulations](#)
- [Personal Relationships Policy and Procedure](#)
- [Safeguarding Students Policy and Procedure](#)
- [Safety guidelines for students \(social media\)](#)
- [Student Immigration](#)
- [Staff Immigration](#)
- [Support To Study Procedure](#)
- [Widening Participation Strategy](#)