

Wadham College Policy on Sexual Orientation

The following is based on a joint policy statement to combat homophobia in universities and colleges, which was agreed by the academic trade unions in England.

Wadham values all its staff and students equally, regardless of their sexual orientation or gender assignment. The College aims to create an environment in which all staff and students, whatever their sexuality or gender assignment, feel equally welcome and valued, and in which homophobic behaviour is not tolerated.

It recognises the extent of heterosexist assumptions in society, and the existence of homophobia and through the implementation of the relevant policies and procedures seeks to ensure that:

- a) Recruitment, progression and promotion are based entirely on relevant criteria, which do not include sexual orientation.
- b) Everyone is treated with equal dignity and fairness regardless of their sexual orientation.
- c) Homophobic abuse, harassment or bullying (e. g. name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is a serious disciplinary offence, and will be dealt with under the appropriate procedure.
- d) Homophobic propaganda, in the forms of written materials, graffiti, songs or speeches will not be tolerated. The College undertakes to remove any such propaganda whenever it appears on the premises and to take action against those responsible.
- e) The College will provide a supportive environment for staff or students who wish it to be known that they are LGB. However, it is the right of the individuals to choose whether they wish to be open about their sexuality in the College. To 'out' someone, whether staff or student, without their permission is a form of harassment, and will be treated as such.
- f) Assumptions will not be made that partners of staff and students are of the opposite sex. Whenever possible, workplace benefits will apply equally to same-sex partners.
- g) The College welcomes and will provide appropriate facilities for LGB student and staff groups.
- h) LGB issues will be included in all equality training, internal attitudinal surveys, monitoring of complaints of harassment etc and the results published.
- i) Staff and students undergoing gender reassignment will receive positive support from the College to meet their particular needs during this period.
- j) The College recognises that LGB staff and students come from diverse backgrounds, and will strive to ensure that they do not face discrimination either on the grounds of their

sexual orientation or with regard to other aspects of their identity (e. g. race, age, religion, disability).