

Gisma University of Applied Sciences

EQUALITY AND DIVERSITY POLICY



Gisma^{Columbia}
University
of Applied
Sciences

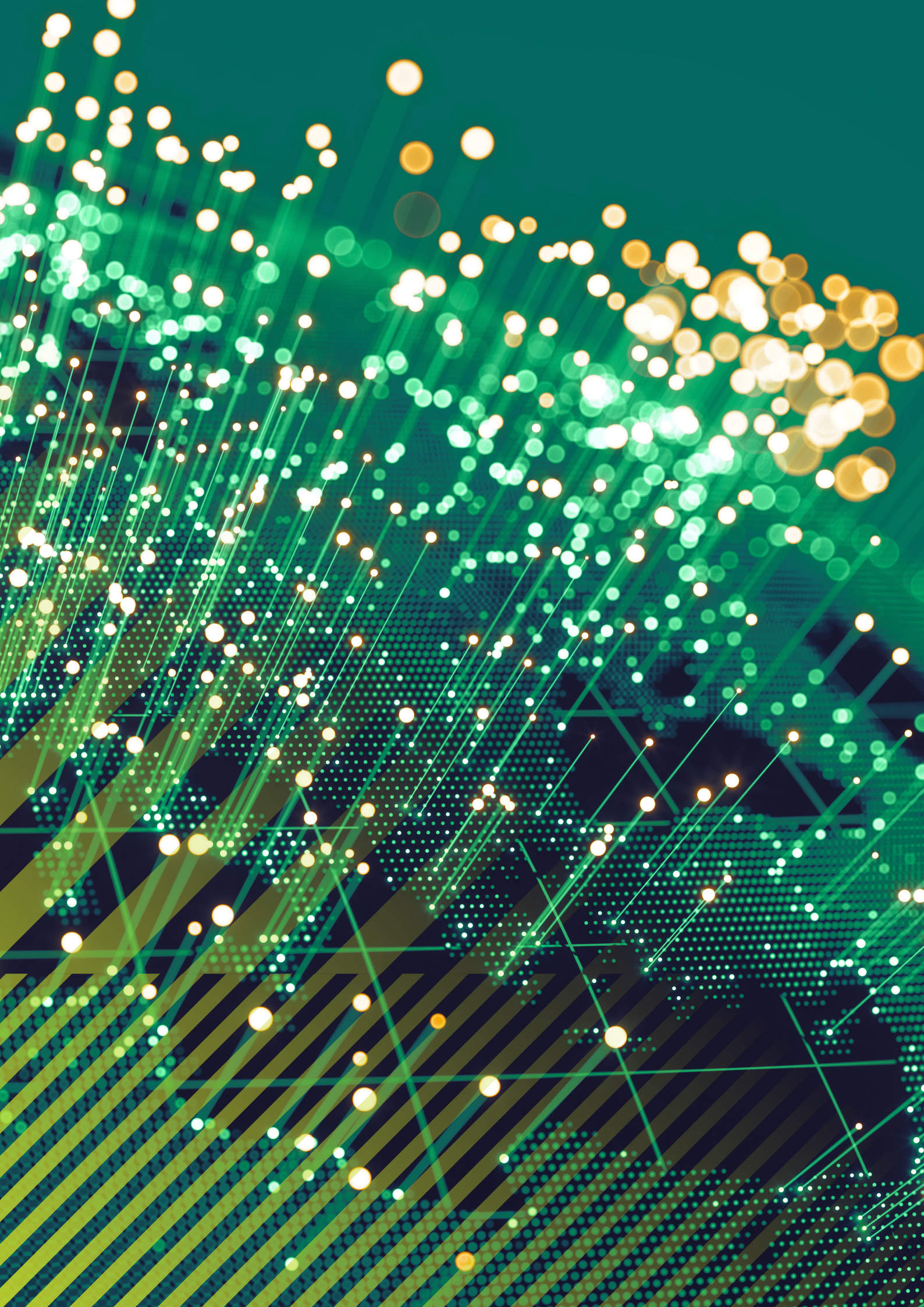


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1. Introduction

This equality and Diversity Policy support Gisma University of Applied Sciences commitment to eliminating discrimination and promoting diversity and equality of opportunity in its practise, policies and procedures. It sets out provisions encompassing all areas of equality and diversity across Gisma University of Applied Sciences strategic objectives in this area as set out in its strategic plan as amended from time to time.

2. Commitment to Student Development and Community Standards at Gisma University

At Gisma University of Applied Sciences, we are committed to ensuring the sustainable development of our students. We strive to provide all students with the best that Gisma has to offer. The quality of your experience with us is a collaborative effort between you, the student, and our staff and faculty. Upon registration, all students become part of a thriving and friendly community dedicated to helping you achieve success.

Our approach to education at Gisma is based on a clear set of simple values, including:

- Promoting equality, diversity, mutual respect, and understanding.
- Supporting, challenging, and inspiring students individually.
- Providing students with the tools they need to excel.
- Ensuring staff and faculty are available to resolve queries and concerns.

Like all communities, Gisma has certain rules that benefit everyone. These rules, termed the Code of Conduct, are based on mutual respect for fellow students, faculty, staff, property, and the community in which the University resides. You are required to agree to abide by the Code of Conduct during your registration process.

All students are expected to be aware of and adhere to the Gisma Code of Conduct, to uphold the name and reputation of the University, and to respect the rights of their fellow classmates and those who work to enhance their student experience. Gisma, and all those in the University's care, do not discriminate based on race, age, gender, sexual orientation, creed, religious belief, or disability. By accepting an offer to pursue your studies at Gisma, you agree to these terms. These terms apply to students enrolled in programs and courses on the Gisma campus and to those who represent Gisma in any capacity.

3. Equality and Diversity

Gisma University of Applied Sciences is committed to equality of opportunity and to fostering good relations for students and prospective students. It is the University's policy to treat all students with dignity and respect, irrespective of protected characteristics, including race, color, nationality, ethnic origin, sex, gender reassignment, sexual orientation, marital (including civil partnerships) or parental status, pregnancy and maternity, age, disability, religion and belief, socio-economic class, or spent criminal convictions.

4. Students will:

- Respect the University's Equality, Diversity and Inclusion Policy in their dealings with members of the University community.
- Behave in a way which reflects and appreciates the diversity of the University community.

The University is committed to a continuing programme of action to make these principles effective. Breaches of these principles by students will be fairly investigated and appropriate action will be taken.

Any student who alleges that they have been the subject of discrimination has recourse to the University's complaints procedures for students. Advice may be obtained from Registry Services.

5. Bullying and Harassment

Gisma University of Applied Sciences is committed to creating a learning environment that is free from bullying and harassing behaviour, and in which no student feels threatened or intimidated. Therefore, allegations of bullying and/or harassment against or by any member of the University community will be taken seriously. Any student who makes a false, frivolous, malicious, mischievous, or vexatious complaint will be dealt with under the University's disciplinary procedure.

Although harassment typically implies multiple incidents of unwanted behaviour, students may also raise concerns regarding a single incident, particularly if the behaviour is serious.

Many forms of behaviour can constitute bullying and/or harassment; this list is neither exclusive nor exhaustive, and other forms of behaviour may be regarded as harassment:

- Oral or written harassment: Derogatory remarks, jokes, insults, offensive language, gossip, and slander. Written harassment includes, but is not limited to, letters, emails, postings on websites, and texts.
- Visual harassment: Display of posters, graffiti, obscene gestures, flags, bunting, pictures, emblems, or any other offensive material (including the use of email or mobile devices to send or view such material).
- Physical conduct: Invasion of personal space, inappropriate touching, or serious assaults.
- Intimidating behaviour: Offensive, intimidating, malicious, or insulting behaviour, open aggression, threats, shouting.
- Unjustifiable exclusion: Withholding information, isolation or non-cooperation of colleagues, exclusion from classroom and social activities.

The University will investigate allegations of breaches of the Code of Conduct. Depending on the nature and facts of the case, informal resolution may be encouraged. Where there is evidence to suggest that a student may have committed a disciplinary offense, disciplinary procedures may be invoked against the student at any time.

Where the allegations against a student are serious, the University may deem it necessary to take an interim step (pending investigation by police or the University), such as the imposition of a precautionary suspension. However, such interim measures do not imply any presumption of guilt.

Where an allegation of misconduct or inappropriate behaviour is made against a member of staff, the Staff Disciplinary Procedure may be invoked.

The University reserves the right to take disciplinary action against a student or member of staff accused of misconduct on its own volition, even if the reporting student does not wish to make a formal complaint.

Students are encouraged to act promptly and should not feel that the unwanted behaviour is their fault or that they must wait until the situation becomes intolerable. If a student believes they are being harassed, there are several options to consider. Every situation is different, and the action the student takes depends on their circumstances. The student can seek advice or discuss the matter with a member of staff at the University. An appropriate support person will be identified at this time.

It may be prudent for the complainant to alert someone else to their concerns before approaching the alleged harasser. This can be done by or with the support of a friend or a member of university staff. Measures should also be taken to always protect the personal safety of the complainant and the alleged harasser. Where it is considered that there is a real threat to the personal safety of any person, this should be reported to the police or to university staff.

Gisma University of Applied Sciences

Think Campus,
Konrad-Zuse-Ring 11, 14469 Potsdam
T: +49 33 123 617440
E: info@gisma.com
W: gisma.com

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