



1. Title

Sexual Orientation Policy

2. Purpose

To ensure compliance with the Sex Discrimination Act 1975 and Employment Equality (Sexual Orientation) Regulations 2003

3. Scope

This policy will apply to all Staff, students and visitors on The North Highland College campuses.

4. Responsibility

This policy will be reviewed annually by the Assistant Principal Student Support Services and the Human Resource Manager

All line managers are responsible for familiarising themselves with this policy, and for following it in matters such as requests for leave.

All individual staff are responsible for familiarising themselves with this policy.

5. Policy

5.1 Policy Statement

The North Highland College 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 behavior is not tolerated.

The College recognises the extent of heterosexist assumptions in society, and the existence of homophobia and through the implementation of the relevant policies 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.



5.2 Sexual Orientation

- 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).

5.3 Data Analysis & Impact Assessment

The college will routinely carry out and analyse data pertaining to the above policy to ensure equality of opportunity.

The college will also carry out impact assessment of all its policies & procedures in relation to the above to ensure an inclusive learning and teaching environment.

6 Definitions

Heterosexism is any prejudice and discrimination against individuals and groups who are lesbian, gay, bisexual or are perceived to be so. It is based on the assumption that everyone is or should be heterosexual. Expressions of dislike, contempt or fear based on heterosexism are usually known as **homophobia**, although **lesophobia** and **biphobia** are also coming into use.

7 References

The Sex Discrimination Act 1975, Amendment 1982
Employment Equality (Sexual Orientation) Regulations 2003

8 Appendices

None.

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| Date First Approved by Board of Management | August 2005 |
| Last Review | August 2008 |



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| Proposed Review Date | August 2010 |
| Responsibility | Assistant Principal |