OUR VISION OF EDI

INCLUSIVITY *Statement*

INCLUSIVE PROFESSIONAL COMMUNITY

RESPECTFUL of all participants

DISCRIMINATION HARASSMENT & BULLYING

THE SCHOOL BELIEVES IN... INCLUSIVITY

The School of Computer Science aims to be an inclusive and professional community, respectful of all participants, and free of discrimination, harassment, and bullying. We believe that an inclusive and respectful atmosphere is vital to free expression and the open exchange of ideas. Further, freedom of belief, thought and expression are paramount in achieving this inclusivity.

The School believes in inclusivity: a policy of including people who might otherwise be excluded, disadvantaged, or marginalised. This includes legally protected characteristics – age, disability, gender identity, race, religion or belief, sex, or sexual orientation – but can manifest along a much broader set of attributes, such as culture, nationality, first languages, seniority, and socioeconomic status.

Ways you can be a supportive member of the community include, but are not limited to:

- Consider that members of our community have differing perspectives, and therefore something that you think is acceptable can make someone else uncomfortable.
- Challenge unacceptable behaviours (such as those outlined below) if you feel safe and able to do so.
- Check up on people who may have been affected by unacceptable behaviour.

WAYS TO BE SUPPORTIVE... CONSIDER MEMBERS OF OUR COMMUNITY HAVE DIFFERENT PERSPECTIVES · CHALLENGE UNACCEPTABLE BEHAVIOURS · CHECK ON PEOPLE EFFECTED BY UNACCEPTABLE BEHAVIOURS
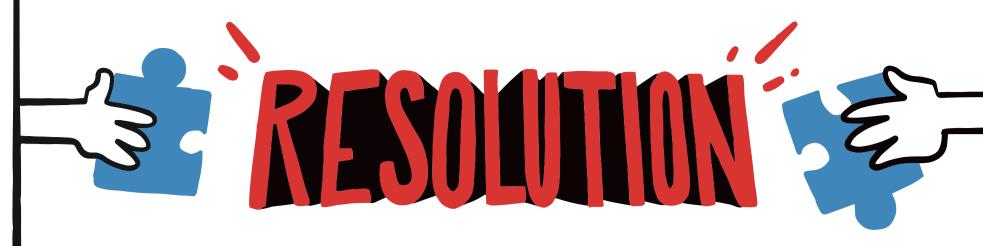
EXPECTATIONS

The School expects all its members to treat others with respect and consideration. The School's expectations are underpinned by the Equality Act 2010, the University of Birmingham Fairness and Diversity Policy, the University of Birmingham Harassment and Bullying Policy, and the University of Birmingham Equality Diversity and Inclusion Scheme.

These expectations apply to all events and communication in the School, whether academic or social, in-person or online.

Unacceptable behaviours include, but are not limited to:

- Offensive comments or jokes, insults, or derogatory or stereotypical remarks.
- Disrespectful gestures, images, text, or words.
- Ridiculing and undermining behaviour.
- Inappropriate or unwanted physical contact.
- Intimidating, coercive or threatening actions.
- Unwelcome sexual advances.
- Intrusive questions or comments about a person's private life, or malicious gossip.
- Harassing photography or recording.
- Disrespectful sustained disruption of talks, lectures, and discussions.
- Advocating for or encouraging any of the above behaviours.

TREAT OTHERS WITH RESPECT & CONSIDERATION

UNACCEPTABLE BEHAVIOURS · OFFENSIVE COMMENTS & JOKES · DISRESPECTFUL GESTURES · UNWANTED PHYSICAL CONTACT · THREATENING ACTIONS · INTRUSIVE QUESTIONS · HARASSING PHOTOGRAPHY · SUSTAINED DISRUPTION

RESOLUTION

The School is committed to maintaining a professional environment, with zero tolerance for unacceptable behaviour, which celebrates positive contributions made towards the goal of inclusivity.

If you experience or witness poor behaviour, you can report it if you feel comfortable in doing so. The EDI Inclusivity Statement Subcommittee will follow up on reports promptly and transparently.

Overall patterns of issues in the reports received will also be used to guide the work of the EDI Committee. We further encourage you to get in touch if you would like to highlight a member of the community for positive contributions to inclusivity.

How can I report unacceptable behaviour?

If you feel you have been the victim of, or have witnessed, a situation which goes against this Inclusivity Statement, then you can report this to the EDI Committee (anonymously or non-anonymously) using this form:

If you would like to tell us about a positive EDI-related experience in the School — for example, a time you felt a member of our community went above and beyond in our commitment to Inclusivity — then please communicate this with our Head of EDI, Dr Jacqueline Chetty (j.chetty@bham.ac.uk / Office CS 223).

How will reports of unacceptable behaviour be handled?

The EDI Inclusivity Statement Subcommittee will collate all available information on reported incidents.

Reports to the EDI Inclusivity Statement Subcommittee will be discussed by the committee. Members who may have a conflict of interest will recuse themselves from all discussions.

The committee will decide on a suitable response. This could involve either handling the incident informally or recommending escalation to the University's formal procedures.

On a termly basis, the full EDI Committee will publish an anonymised summary of reports handled and actions taken.

How can I highlight a positive contribution to inclusivity in the School?

Positive actions are just as important as eliminating negative ones. If you see such positive actions in the School, please get in touch with us via the online form or by contacting a member of the EDI Inclusivity Statement Subcommittee directly.

HOW CAN I REPORT UNACCEPTABLE BEHAVIOUR?

A. USE THE ONLINE FORM

B. REPORT DIRECTLY TO A MEMBER OF THE EDI INCLUSIVITY CHARTER SUBCOMMITTEE

C. TALK TO A MEMBER OF STAFF WITH WHOM YOU FEEL COMFORTABLE WITH

HOW WILL REPORTS OF UNACCEPTABLE BEHAVIOUR BE HANDLED?

THE SUBCOMMITTEE WILL COLLATE ALL AVAILABLE INFORMATION

THEY WILL DECIDE ON A SUITABLE RESPONSE

THE COMMITTEE WILL PUBLISH AN ANONYMISED SUMMARY OF REPORTS HANDLED AND ACTIONS TAKEN

POSITIVE CONTRIBUTIONS · PLEASE GET IN TOUCH VIA THE ONLINE FORM