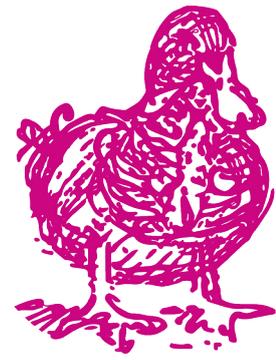


EMMANUEL COLLEGE: OUR CULTURE OF RESPECT



The College's purpose is to provide excellent education and research opportunities in an inclusive community that is welcoming and supportive, all within an inspiring setting.

OUR VALUES ARE:

EXCELLENCE: striving for the best in education, learning & research, and providing exemplary academic, administrative, and practical support to achieve this end

INSPIRATION: sustaining the beauty and spirit of the College as a place of inspiration and ambition

WE ARE COMMITTED TO maintaining a safe, welcoming and inclusive community, and bullying, harassment, and discrimination have no place here

COMMUNITY: providing a welcoming and inviting environment for all and showing respect and support for one another, valuing diversity while working together as one team, with each taking responsibility to ensure that the College fulfils its purpose

OURS IS A COMMUNITY which values diversity of opinion and encourages and celebrates freedom of thought and expression. We do that within a culture which is always courteous and considerate. We also recognise the impact that our actions and behaviours can have on each other.

THIS IS THEREFORE HOW WE BEHAVE:

• Our working relationships are **PROFESSIONAL & RESPECTFUL** and we maintain **CONFIDENTIALITY** when that is appropriate

• We support each other in **SPEAKING OUT** about inappropriate behaviour, and by **INTERVENING, SPEAKING OUT, & HELPING** where we feel able, as friends, colleagues and bystanders

• **THERE IS LANGUAGE & BEHAVIOUR THAT AS A COMMUNITY WE REJECT.** Belittling, derogatory, humiliating or inappropriate language, or behaviour which excludes, intimidates, coerces or undermines others, has no place here. Discriminatory remarks, mocking or belittling comments, or unwelcome sexual advances are not tolerated

• We maintain these same standards **ONLINE & WHEN WE USE SOCIAL MEDIA.** Intimidating or degrading content or material which breaches the University Statement on Freedom of Speech is not tolerated

• We treat each other fairly, **WITHOUT BIAS & FREE FROM DISCRIMINATION**

• We show **COURTESY & CONSIDERATION** in all our interactions with others, even when we disagree

• We enter into discussion in a **CONSTRUCTIVE WAY**, even if we find some views distasteful. In so doing we endorse the University Statement on Freedom of Speech

• We **RECOGNISE & ACKNOWLEDGE** the contribution of others to our work – as a community we know that we rely upon each other

TOGETHER THESE BEHAVIOURS MAKE THE COLLEGE A TRUSTING, HONEST AND SUPPORTIVE PLACE TO WORK AND STUDY.

WE WILL CONTINUE TO MAINTAIN OUR COMMUNITY AS A PLACE OF MUTUAL RESPECT, COURTESY, TRUST AND INCLUSION. BULLYING, HARASSMENT OR DISCRIMINATION HAVE NO PLACE HERE.