

Someone has discriminated against me. What should I do?

As part of its commitment to equality of opportunity and valuing diversity, Imperial College London champions a university environment where all individuals are treated with respect, consideration and courtesy.

The Centre for Environmental Policy (CEP) at Imperial College, is a multinational and multicultural department, which promotes an inclusive and open environment for all. We value the positive contribution diversity brings and believe it is vital to our continued academic excellence.

CEP has a zero-tolerance stance towards discrimination and will take action to ensure any reported discriminatory behaviour is addressed and eliminated, as well as providing support to those affected. CEP strives to ensure that its community of staff and students do not experience any form of discrimination. If you feel that you have been discriminated against in any way, we are here to help and support you.

What is Discrimination?

The Equality Act 2010 states that it is against the law to discriminate against anyone because of:

- ▶ Age
- ▶ Having a disability, either physical or mental
- ▶ Race including colour, nationality, culture, ethnic or national origin
- ▶ Religion, belief or lack of religion
- ▶ Gender
- ▶ Sexual orientation
- ▶ Being married or in a civil partnership
- ▶ Being pregnant or having a child/children
- ▶ Having had or having the intention to undergo gender confirmation

These are called ‘protected characteristics.’

Discrimination can come in one of the following forms:

Direct discrimination

Treating someone with a protected characteristic less favourably than others

Indirect discrimination

Putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage

Harassment

Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them

Victimisation

Treating someone unfairly because they've complained about discrimination or harassment

It is important to remember that discrimination can happen to anyone. Discrimination may not be intentional, but that does not mean it is acceptable.

If you feel that you have experienced any form of discrimination, we understand that you may be feeling scared, ashamed, angry, frustrated or embarrassed. Being discriminated against can be very stressful and challenging and may have a serious impact on your health, relationships and career. It is important that you seek help and guidance to address this. CEP therefore has a designated team of Advisors to help you through this difficult time.

You will be treated with the utmost respect and support, under strict confidentiality rules. Our advisors will be empathetic, impartial, non-judgemental and discreet.

We will provide a completely safe environment for you to share your concerns.

We recognise that you may be reluctant to seek help, fearing repercussions. Be reassured that your complaint will be taken very seriously, in strict confidentiality and with sensitivity. Remember it is those who discriminate that are in the wrong and it is important that they are identified and dealt with in an appropriate manner. We will not take action without your consent and you will remain in control.

What you should do

1. Keep a diary of events. This should include the date, time, place, who was involved, what happened, and the names of any witnesses.
2. Confide confidentially in a friend. Try not to deal with this on your own.
3. Contact one of the College or student support services, below.
4. Contact the CEP Discrimination Advisors
Dr Tilly Collins t.collins@imperial.ac.uk
Dr Yiannis Kountouris i.kountouris@imperial.ac.uk

Staff can:

- ▶ Contact Imperial's Equality, Diversity and Inclusion Centre (EDIC) for support equality@imperial.ac.uk
- ▶ Contact CEP Human Resources Advisor: r.nyarko@imperial.ac.uk
- ▶ Speak to your line manager
- ▶ contact FoNS Health and Wellbeing [LINK ↗](#)
- ▶ Contact one of the Imperial Staff Networks
 - [Able@Imperial LINK ↗](#)
 - [Imperial600 LINK ↗](#)
 - [Imperial as One LINK ↗](#)

Students can:

- ▶ Talk to their personal tutor or supervisor
- ▶ Contact the student counselling service on 020 7594 9637
- ▶ Contact Imperial's Student Advisors at the Students Union on 020 7594 8060 or advice@imperial.ac.uk

