Policy on Dignity and Respect

1. Trinity College is committed to protecting the dignity of students and staff as members of its community in their work, their study, and their interactions with each other. This policy aims to reinforce the College’s commitment to maintaining a learning, living, and working environment in which the rights and dignity of all members of the College community are respected. The College expects all members of its community to treat each other, as well as members of the University and the wider community with respect, courtesy and consideration at all times. All members of this community have the right to expect such behaviour from others, and a corresponding responsibility to behave in this way towards others.

2. The College recognises that to work and study effectively people need a climate of equal opportunity in which they are respected and valued for their contribution, irrespective of their sex, gender identity (including reassignment), marital, parental or partnership status, race, ethnic or national origin, colour, disability, sexuality, religion or belief, or age. Any activity that contravenes these principles of inclusivity – whether intentionally or not – is damaging to our community and will be subject to the scrutiny of the College.

3. There are several policies (published on the College Website) that address these objectives:
   - the College’s Code of Discipline
   - the College’s Policy on Harassment
   - the College’s Policy on Sexual Misconduct
   - the College’s Policy on Fitness to Study
   - the College’s Code of Practice for Student Complaints

4. If junior members are experiencing problems with regard to these matters, they are urged to discuss them with their Tutors. There are also other members of the welfare team (Chaplains, College Counsellor, College Nurse, Mental Health Advisor, welfare officers of TCSU and BA Society) in the College whom you can approach. Further information on sources of support outside the College is available on the College website.

5. While it is hoped that the majority of problems can be resolved through dialogue, junior members should not hesitate to raise concerns through the processes described in the policies indicated above. In addition to disciplinary sanctions as set out in the White Book, the College may put in place other measures to protect affected parties. Such measures may include transfer or withdrawal of College accommodation, re-assignment of Tutors, Directors of Studies or Supervisors.

6. Junior members must note in particular that intoxication from alcohol, drugs or other substances will not be accepted as an excuse for misbehaviour or misconduct. They should not take retaliatory or vengeful actions against any of those involved in a complaint, and desist from disseminating hearsay or their own opinion on the matter. Such actions may be subject to the College’s disciplinary procedures.
### Policy Information

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<th>Committee</th>
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<td>Last Reviewed</td>
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