

# Equality of Opportunity



## Information for visitors, contractors, staff and students.

### Working and Studying at the ICR

The ICR is a research enterprise, higher education institution, company limited by guarantee, and an exempt charity. It is a College of the University of London and as such has a responsibility to promote equality of opportunity and eliminate unlawful discrimination.

All staff, students and contractors working on behalf of The Institute share this responsibility and are expected to maintain the highest standards of conduct whilst working on our behalf or representing The Institute.

If you experience or witness any behaviour which appears to be in conflict with the standards required you are requested to bring it to the attention of a more senior member of staff or the Diversity and Disability Advisor as soon as possible.

### Training Opportunities

The ICR recognises that different people have different levels of knowledge and experience in relation to equality of opportunity so we provide a range of training and personal development opportunities.

Our Equality Excellence Seminars outline the meaning of equality of opportunity and why it benefits the ICR; raises awareness of, and encourages support for our equality initiatives; outlines the required behavioural standards, and; raises awareness of barriers to equality and how to overcome them.

You can book a place at one of these seminars by visiting the Learning and Development site on the intranet. If your stay at the ICR is less than six months you are welcome to attend a seminar or alternatively you are invited to complete our online training package which is available on the intranet at: <http://intra.icr.ac.uk/hr/diversity/training/>. The seminars are compulsory for longer term staff and students.

### Information and Resources

Our intranet also has an Equality and Diversity microsite, and here you will find a range of resources to develop your understanding of equality and diversity at the ICR including information on policy, our people, and the diverse cultures represented in the workforce. If you require further information on any of the above, please use the contact details below.

Diversity and Disability Advisor, Sir Richard Doll Building, 15 Cotswold Road, Sutton SM2 5NG

The ICR recognises the benefits that a diverse workforce offers and believes that every member of staff has a right to work in an environment which encourages harmonious relationships.

All decisions concerning the terms of employment, opportunities afforded for promotion, transfers, training and other benefits (or the refusal of these opportunities) are based on an individual's qualifications, ability and fitness to perform the required duties and are linked to objective, job-related criteria.

We will not tolerate discrimination, harassment or victimisation by or towards any of our staff, students, contractors and visitors. Any such cases will be taken seriously and may result in disciplinary action or other appropriate sanction which may include asking any person responsible to leave our premises.

Web: <http://intra.icr.ac.uk/hr/diversity/index.php>  
Email: [diversity@icr.ac.uk](mailto:diversity@icr.ac.uk)  
Phone: 020 8722 4129  
Fax: 020 8722 4048