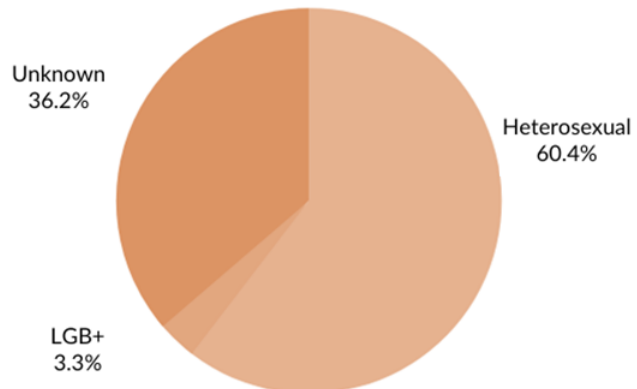


## Sexual Orientation

### Sexual orientation profile of the University

In 2018/19, 63.8% of staff disclosed their sexual orientation. The majority of staff identify as heterosexual (60.4%).

Since 2015/16, all identities have increased in headcount, and both gay man and gay woman/lesbian categories increased by 12 members of staff from 2016/17 to 2017/18.



### Sexual orientation discrimination in law

The [Equality Act 2010](#) defines this discrimination as direct and indirect discrimination, harassment, and victimisation on the grounds of age. Sexual orientation is one of the nine protected characteristics covered by the Equality Act.

Sexual orientation discrimination applies to all sexual orientations, including that individuals' must not be discriminated against because they are heterosexual.

#### Definitions:

- Direct discrimination: When someone is treated less favourably because of a protected characteristic.
  - By association: because of a protected characteristic a family member, friend or colleague has.
  - By perception: because of a protected characteristic they are thought to have.
- Indirect discrimination: When a practice, policy, or rule is applied to everyone but has a worse effect on some.
- Harassment: Unwanted conduct related to a protected characteristic.
- Victimisation: When someone is treated less favourably due to an allegation they made, supported, or gave evidence to.

#### Examples of sexual orientation discrimination:

- Allocating jobs, opportunities, and tasks to colleagues on the basis of sexual orientation.
- Refusing promotion based on sexual orientation.
- Inappropriate jokes/'banter' on the basis of sexual orientation.
- Policies which give benefits to heterosexual couples but not to LGB+ couples
- Disclosing someone's sexual orientation to other's without that individuals' knowledge or consent.
- Making assumptions or stereotyping on the basis of sexual orientation, for example assuming a colleague who is lesbian will express masculine traits or a gay male colleague will have feminine traits.

# Protected Characteristic Factsheets

## Is your workplace/environment and working ethics inclusive?

- Be aware of appropriate language. For example, asking "Surely bi people are just gay or straight and can't make up their mind?" is not appropriate.
- Are you signed up to be an [LGBTUA+ Supporter](#)?
- Do staff in your department travel overseas for their role? Ensure they have access to the [Safe Overseas Travel Guide](#).
- Speak up when 'office banter' goes too far.
- Practicing confidentiality

## What are your responsibilities?

- Challenge sexual orientation discrimination.
- Lead by example.
- If you are a line manager, get to know what issues your staff are dealing with.
- Display [ED&I](#) posters and resources.
- Attend, and encourage others to attend, awareness events.
- Complete online [training](#) ([Diversity in the Workplace](#) and [Unconscious Bias](#)).

## What resources are available for me, and for signposting?

- [Equality, Diversity & Inclusion webpages](#).
- [ED&I video clips](#).
- [LGBTUA+ Staff Network](#).
- Your [HR](#) Advisor.
- [LGBTUA+ Staff Buddy scheme](#).
- [LGBTUA+ Role Models](#).
- [Stonewall](#).
- [Mind Out](#).
- [LGBT Foundation](#).
- [Galop](#).
- [The Albert Kennedy Trust](#).

## Anything else I should know about?

### Dignity at Warwick

Staff can report bullying and harassment via an [anonymous form](#) or [request to meet with a Dignity Contact](#) to discuss options available. Familiarise yourself with the [Dignity at Warwick Policy](#).

### Stonewall UK Workplace Equality Index

The University submits to Stonewall's [UK Workplace Equality Index](#) annually. The Index is the definitive benchmarking tool which allows us to measure our progress on LGBTUA+ inclusion. The Index covers ten business areas: policies and benefits, employee lifestyle, LGBTUA+ employee network group, allies and role models, senior leadership, monitoring, procurement, community engagement, clients, customers and service users, and any other additional work.

**Everyone deserves respect – learn more about Respect at Warwick at**  
[warwick.ac.uk/equalops/learnmore/respectatwarwick](http://warwick.ac.uk/equalops/learnmore/respectatwarwick)