



UCL Equal Opportunity Policy Statement

UCL is committed to fostering a positive culture where all staff, students, and visitors can flourish, where no-one will feel compelled to conceal or play down elements of their identity for fear of being stigmatised.

UCL aims to be a university where people are encouraged to be authentic and their unique perspective, experiences, and skills are seen as valuable assets.

UCL commits to promoting equality, diversity, and inclusion:

- In the recruitment, selection, education, and assessment of **students**
- In the recruitment, selection, training, appraisal, development, and promotion of **staff** and in the way in which it welcomes and treats all visitors to UCL and external organisations with which it works.

To do this, we commit to provide a learning, working, and social environment in which the rights and dignity of all are respected, and which is free from unlawful discrimination, prejudice, intimidation, and all forms of harassment including bullying.

No student, employee, worker, or visitor will be discriminated against on the basis of:

- Age
- Disability
- Gender identity
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

UCL is committed to a programme of action to ensure that equality, diversity, and inclusion initiatives are implemented and monitored at organisational, faculty, and departmental levels.

All staff, students, and visitors to UCL are expected to abide by the principles set out in this policy and to support UCL in its delivery.

Practising **equality of opportunity** can sometimes mean treating people differently in order to treat them fairly, e.g. being flexible to meet the needs of working parents.

Diversity recognises, values, and celebrates the differences between people or communities. These can be visible and non-visible differences. Our differences may mean we have different cultures, needs, wants, and ways of doing things.

Inclusion means actively considering the diversity of individuals and groups to understand their needs and changing the way we do things where necessary in order to ensure that each member of the UCL community is included and feels valued.

Further Information

If you are interested in finding out more about any aspect of equality, diversity, and inclusion at UCL you can contact equalities@ucl.ac.uk.

Departmental Equal Opportunity Liaison Officers (DEOLOs)

Most UCL departments have a DEOLO to assist with queries or concerns relating to equality, diversity, and inclusion. To find your DEOLO please visit the DEOLO page on the [UCL Equalities website](#).

Disability Services

Information, support, and advice for disabled students can be obtained by contacting disability@ucl.ac.uk or by visiting the [UCL Disability Services website](#).