

**HEYTHROP COLLEGE
UNIVERSITY OF LONDON**
Policy on non-segregation by gender

1 Introduction

This policy has been drawn up with reference to external guidance including:

UUK guidance *External speakers in HEIs*

Equalities and Human Rights Commission guidance: *Guidance for Universities and Students' Unions*

National Union of Students guidance

Mapping of policy against policies of a sample of other HEIs

2 The Policy

Heythrop does not condone any form of discrimination. This policy is directed against segregation by gender:

- 1 Segregation by gender is not permitted in College or Heythrop Students' Union activities, including teaching, research and social events
- 2 Segregation by gender is not permitted in any academic or other meeting attended by staff, students or visitors to the College and the Students' Union. This includes events on the college's premises and those held elsewhere in the College's or HSU's name
- 3 No internal or external speaker can insist in segregation by gender
- 4 Any individual who wishes to impose segregation by gender in meetings will be regarded as having committed harassment and will be asked to leave the premises. The individual may be reported to the police if actions are deemed by College authorities to be illegal
- 5 The College will not allow any events to be held where there is a non segregated area in an otherwise arrangement of segregation by gender
- 6 The College's internal and external bookings procedure will include reference to the non gender segregation policy
- 7 The College's complaints procedure will include consideration of claims of segregation by gender

3 Exceptions

The only exceptions to the above are as follows:

- 1 seating specifically allocated to those with special needs who may require personal care
- 2 acts of religious worship as allowed in law
- 3 communal areas in residential accommodation
- 4 sports sessions involving a high degree of physical contact
- 5 Student societies may restrict their membership to those who share a protected characteristic, including gender. A male- or female-only society may restrict access to activities or events to males or females respectively.

4 Advice and guidance

Informal advice on the above can be obtained from the Student Support Manager or the Human Resources Manager.

Any complaint about segregation by gender should be made to The Director of Administration .

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