

Dignity and Respect Advisors

What is a Dignity and Respect Advisor?

Students, staff and external contractors working for the University who experience behaviour that they feel is harassment or bullying can make use of our Dignity and Respect Advisor Scheme. Advisors are available to meet in confidence and details of your discussions will only ever be passed on with your permission, except in the case of an extremely serious allegation.

Dignity and Respect Advisors will provide a listening ear and will go through your options with you; they can also help to facilitate informal resolution if possible. Dignity and Respect Advisors have been provided with training on policy, procedure, skills and relevant legislation. They are available, by appointment, for support to staff and students ranging from a single advisory meeting to a series of meetings that may support you in taking informal or formal action, if you should choose to do this.

How do I request an advisor?

To request a Dignity and Respect Advisor, simply email equality@plymouth.ac.uk and you will be put in touch with an advisor (the full process is available on the next page). All emails are treated as confidential.

What if I want a specific advisor?

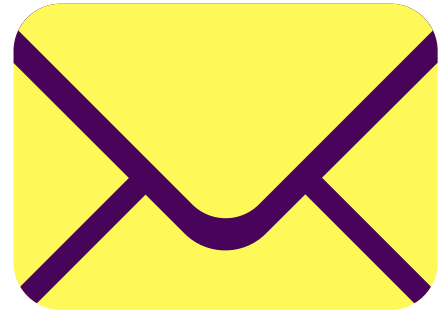
You do not need to tell us the nature of the request but we understand that you may prefer to choose a particular Dignity and Respect Advisor that you feel more comfortable with, whether this is due to their ethnicity/race, gender, disability status or being from the LGBT+ community.

When requesting an advisor, if this is the case, then include it on your email to equality@plymouth.ac.uk

EQUALITY



Step 1



Email

equality@plymouth.ac.uk
requesting a Dignity and
Respect Advisor



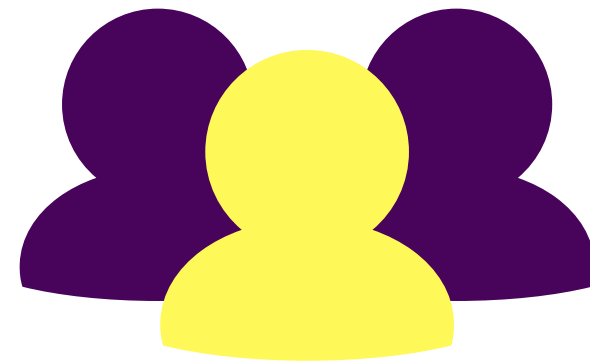
All emails received by equality@plymouth.ac.uk are treated as **confidential** and will only be used to assign you to an advisor.



You do not need to tell us the nature of the request but we understand that you may prefer to choose a particular Dignity and Respect Advisor that you feel more comfortable with. **Please tell us if this is the case and we will do our best to find an appropriate advisor.**



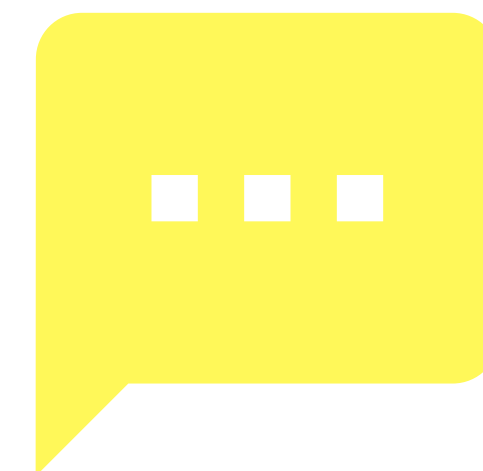
Step 2



The Equality, Diversity and
Inclusion team will put you in touch
with an advisor based on a rota
system.



Step 3



You will receive an email from your Dignity and Respect Advisor within two working days. Your advisor will arrange to meet you to discuss your concerns.

EQUALITY

 UNIVERSITY OF
PLYMOUTH