Contents

- are protected from unlawful discrimination, harassment and victimisation and any oth

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4.4   Students who feel that they, or others, are being discriminated against on the grounds of religion or belief either by other students, staff or visitors to the university should refer to the Policy on Dignity and Respect (Students). Formal complaints should be raised in accordance with the Student Complaint Procedure. Where concerns arise which give concern that a student may be vulnerable to radicalisation as a result of their behaviour or statements which they make, which for example suggest a particular support for, or an untypical level of interest in far right wing ideas, or religious ideology the Student at Risk Committee Policy should be followed.

5.   Data collection and monitoring

5.1   In order for the university to better understand the profile of its staff and students, and to better meet their needs equitably, the university seeks to collect data on the religion and beliefs held by our staff and students. Disclosure will be voluntary and there will be an option of 'prefer not to say'. Information is included in the annual staff and student diversity reports.

6.   Recruitment and selection of our staff, students and contractors

6.1   The selection of staff and students must be based on merit, ability and potential. (Further information on the recruitment of staff at De Montfort University can be found in the university's Recruitment and Selection Policy).

6.2   The selection of businesses and individuals to contract within the university must follow proper university procurement procedures where applicable.

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8.3 Any student absence will be managed in line with the regulations set out by the [Academic Support Office](#).

9. Curriculum, teaching and learning

9.1 Through the active processes of equality checklists and equality impact assessment at validation, revalidation and periodic review, the university expects staff responsible for all aspects of the curriculum to identify and manage any adverse or positive impacts that the curriculum and its content and/or manner of delivery or assessment may have on individuals or groups.

9.2 Staff, students and visitors should be made aware of the right to freedom of expression and academic freedom as enshrined in the university's policy: Freedom of expression and academic freedom .

10. Timetabling, examinations and assessments

10.1 Religious holy days are based on different calendars, including the lunar calendar. They can fall within a range of days, the exact date not being determined until very close to the time. Where these dates fall within term times, there may be a conflict between observing the holy day and meeting academic requirements.

10.2 Through the active processes of equality impact assessment, the university's scheduling arrangements will consider the needs of different groups of students including those with a religion or belief.

10.3 Students should take note of coursework deadlines for all their assessments and if there is a coincidence with a major religious festival, should plan on handing in their assignment prior to the deadline date. Ability to meet learning outcomes, examination dates and assessment deadlines will remain imperative. The university will not accept religious observance as a valid extenuating circumstance.

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