

LGBTQ+ Equality Statement

CTU is committed to LGBTQ+ equality. It is determined to foster an academic environment where everyone is included, respected, and empowered to fulfill their potential. We pursue and embrace all forms of diversity throughout all operations. We are a community devoted to free inquiry and the freedom to express ideas and opinions. Our core values insist on respect for the individual based on each person's inherent dignity and value regardless of differences of race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, socio-economic circumstance, or veteran status.

CTU pursues these objectives in several ways:

- ❖ By holding an LGBTQ+ Working Group every academic year to raise and consider any issues relating to LGBTQ+ equality pertinent to CTU, whether these affect students, academic staff, or professional staff; to assess these as they arise, and feedback to Executive Committee
- ❖ By committing to an ongoing process of embedding change through comprehensive consultation, and discussion
- ❖ By promoting an inclusive, supportive working environment for staff and students, free from discrimination and harassment due to sexual orientation.

This includes:

- ensuring greater clarity on harassment and complaint procedures;
- enhancing our appeal to LGBTQ+ applicants;
- ensuring that LGBTQ+ issues are considered in all appointments; and
- Supporting students and staff, whatever their legal sex or sexual orientation, in realising their potential and achieving full recognition for their work.
- ❖ By ensuring inclusivity and providing unconscious bias and responsible bystander training
- ❖ By developing the syllabus to promote greater inclusivity in terms of content, approach, and teaching materials.