

Inclusivity Statement

The *School of Computer Science* aims to be an inclusive and professional community, respectful of all participants, and free of discrimination, harassment, and bullying. We believe that an inclusive and respectful atmosphere is vital to free expression and the open exchange of ideas.

The School believes in inclusivity: a policy of including people who might otherwise be excluded, disadvantaged, or marginalised. This includes legally protected characteristics – age, disability, gender identity, race, religion or belief, sex, or sexual orientation – but can manifest along a much broader set of attributes, such as culture, nationality, first languages, seniority, and socioeconomic status.

Ways you can be a supportive member of the community include, but are not limited to:

- Consider that members of our community have differing perspectives, and therefore something that you think is acceptable can make someone else uncomfortable.
- Challenge unacceptable behaviours (such as those outlined below) if you feel safe and able to do so.
- Check up on people who may have been affected by unacceptable behaviour.

Expectations

The School expects all its members to treat others with respect and consideration. The School's expectations are underpinned by the Equality Act 2010, the University of Birmingham Fairness and Diversity Policy, the University of Birmingham Harassment and Bullying Policy, and the University of Birmingham Equality Diversity and Inclusion Scheme. These expectations apply to all events and communication in the School, whether academic or social, in-person or online.

Unacceptable behaviours include, but are not limited to:

- Offensive comments or jokes, insults, or derogatory or stereotypical remarks.
- Disrespectful gestures, images, text, or words.
- Ridiculing and undermining behaviour.
- Inappropriate or unwanted physical contact.
- Intimidating, coercive or threatening actions.
- Unwelcome sexual advances.
- Intrusive questions or comments about a person's private life, or malicious gossip.
- Harassing photography or recording.
- Disrespectful sustained disruption of talks, lectures, and discussions.
- Advocating for or encouraging any of the above behaviours.

Resolution

The School is committed to eliminating unacceptable behaviour and celebrating positive aspects of our community.

If you experience or witness poor behaviour, you can report it if you feel comfortable in doing so. The EDI Inclusivity Charter Subcommittee will follow up on reports promptly and transparently. Overall patterns of issues in the reports received will also be used to guide the work of the EDI Committee.

We further encourage you to get in touch if you would like to highlight a member of the community for positive contributions to inclusivity.

How can I report unacceptable behaviour?

If you experience or witness unacceptable behaviour, we encourage you to report this behaviour through one or more of the following options:

- A. Report using the online form below. Reporting can be anonymous.

www.thelinkgoeshere.com

This will be forwarded to the EDI Inclusivity Charter Subcommittee (listed in point B).

- B. Report directly to a member of the EDI Inclusivity Charter Subcommittee
<link to list goes here>

- C. Talk to a member of staff with whom you feel comfortable, e.g., your Personal Tutor or line manager. If you can not identify an appropriate staff member, you might consider:

Lucy Rabone and Isabel Keetley
(Student Wellbeing Officers – cswelfare@contacts.bham.ac.uk)

Kate Campbell, Mohan Sridharan, Rajesh Chitnis
(Staff Wellbeing Champions – cs-staff-wellbeing@contacts.bham.ac.uk)

This will *not* be directly fed to the EDI Inclusivity Charter Subcommittee (listed in point B), unless you choose for it to be.

How will reports of unacceptable behaviour be handled?

The EDI Inclusivity Charter Subcommittee will collate all available information on reported incidents.

Reports to the EDI Inclusivity Charter Subcommittee will be discussed by the committee. Members who may have a conflict of interest will recuse themselves from all discussions.

The committee will decide on a suitable response. This could involve either handling the incident informally or recommending escalation to the University's formal procedures.

On a termly basis, the full EDI Committee will publish an anonymised summary of reports handled and actions taken.

How can I highlight a positive contribution to inclusivity in the School?

Positive actions are just as important as eliminating negative ones. If you see such positive actions in the School, please get in touch with us via the online form or by contacting a member of the EDI Inclusivity Charter Subcommittee directly.