

WIAM

Winterthurer Institut
für Aktuelle Musik

WIAM Equal and Diversity Policy

Aug 19th, 2020

Introduction

WIAM is committed to cultivate and facilitate an inclusive culture which promotes equality, embraces diversity and provides a working, learning and social environment in which the rights and dignity of all its staff and students are respected.

Gleichstellungsbeauftragte (commissioner for equality and diversity)

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<https://www.wiam.ch/über-uns#kontakt>

General Policy

1. WIAM is committed to the provision of equality of opportunity for all.
2. WIAM continues to formulate and implement policies and practices to this end.
3. In the provision of equality of opportunities, WIAM realises and accepts its responsibilities under the law of UK and Swiss Government. It is unlawful to discriminate directly or indirectly in recruitment, employment or education on the grounds of the nine "protected characteristics" in the UK Equality Act 2010. These characteristics are: **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation**. WIAM aims to proactively avoid any form of unfair discrimination in either education or employment.
4. WIAM guarantees that this policy is in accordance with Swiss Higher Education guidelines regarding equality of opportunities and diversity.

Responsibility

5. Responsibility for equality and diversity within the institution lies with the Principal. Members of the Programme Leader Group, the Council of Lecturers and the Commissioner for Equality and Diversity are responsible for ensuring that the Equality and Diversity Policy is implemented in their areas of responsibility.
6. The Principal or representative is responsible for taking any action on decisions relating to equality and diversity in employment matters, coordinating the monitoring of the effectiveness of the policy and providing general guidance in relation to this policy.
7. WIAM will ensure that all staff and students are made aware of the Equality and Diversity Policy and procedures. All employees and students of the University are responsible for ensuring that their actions are carried out in the terms of the general policy. They may be held personally accountable should any complaint arise.
8. The development and implementation of the Equality and Diversity Policy will be monitored by the Principal, Programme Leader and Commissioner for Equality and Diversity.

Application

9. The general policy relates to all aspects of employment and academic life, including advertisements, recruitment, pay, terms and conditions of service, training, benefits, promotions, grievance and disciplinary procedures, curriculum, pedagogy and assessment, course validation and admissions practices.

10. People not employed by WIAM but who are involved in the institution's activities, such as visitors, clients, external contractors etc, are expected to operate within the terms of the general policy.

11. The policy applies to the treatments of all, existing and future employees and students

Implementation

12. Consultation with staff and students will be a necessary part of implementing the general policy and the specific policies and procedures. Since WIAM is a very small institution the consultation will be carried out through already existing committees (Teacher's Board, Programme Voice Group)

13. Staff and students will be informed of their responsibilities in relation to promotion and implementation of the Equality and Diversity Policy and procedures during their induction to WIAM and at various intervals during their employment or study.

14. Appropriate training will be provided to assist with implementation of the Equality and Diversity Policy.

15. Advice on the implementation of the specific policies can be accessed through the WIAM intranet and the Commissioner of Equality and Diversity.

Complaints

16. Any complaint made with regard to inequality shall be dealt with under the terms of the appropriate complaints procedures, bearing in mind the safeguarding of individuals

17. Complaints shall be directed to the Commissioner of Equality and Diversity.

18. The institution guarantees a direct and if desired an anonymous access to the Commissioner of Equality and Diversity.