DE MONTFORT UNIVERSITY KAZAKHSTAN

Dignity and Respect Policy

In effect from the beginning of the Academic Year 2026/27.



Contents:

1. Scope and Purpose of the Policy 3
2. Definitions 4
3. Reporting and responding 5
4. Investigating a Formal Report 7
5. Monitoring of the Policy 7
6. Personal Relationships at Work 7
7. Document and version control information

1 Scope and Purpose of the Policy

1.1 This policy relates to all Students of DMUK. Every Student is expected to treat Staff, Students and visitors to DMUK with dignity and respect. DMUK has a firm commitment to equality and diversity and does not tolerate discrimination, harassment, or victimization set out in Constitution of Kazakhstan and legislation. In addition, DMUK will not tolerate bullying or any other behaviour that violates the dignity of any member of the DMUK community by another.

1.2 DMUK is a diverse community and believes that everyone who is part of that community has a right to work, study and pursue their interests in an environment which encourages good relationships. DMUK is committed to deterring hate, discrimination, harassment, bullying or victimisation.

1.3 The purpose of this policy is to promote the development of a working and studying environment in which these actions are known to be unacceptable and where individuals have the confidence to report these, should they arise, in the knowledge that their concerns will be dealt with appropriately and fairly. The policy outlines procedures to be followed if a Student feels they are being discriminated against, harassed, bullied, victimised or have had their dignity violated during their engagement with DMUK.

1.4 This policy works alongside the following separate university policies and regulations for students, including but not limited to:

- General Regulations and Procedures Affecting Students
- Appeals
- Complaints
- No Space for Hate
- Student Social Media Policy
- Sexual Misconduct Policy

1.5 Separate policies on Codes of Conduct and Dignity at Work exist for Staff.

1.6 All Students are reminded of the relevant clauses in the Disciplinary Policy and Procedures.

1.7 This policy also covers behaviour that may be considered complicity or retaliation. For example, this is when a person knowingly helps, promotes, or encourages any

form of discrimination, harassment, victimisation, or bullying, or acts in a way that supports others and violates individuals' dignity. Retaliation may constitute any words or actions, including intimidation, threats, or coercion, made in response to disclosures or reports made under this Policy, by any individual, including both the Responding Party and the Reporting Party, as well as witnesses, friends, or relatives.

1.8 DMUK is required to protect its Staff, Students, contractors and visitors from hate, discrimination, harassment, bullying or victimisation. Students who are alleged to have committed these offences may be referred to the University's disciplinary policies and procedures.

2 Definitions

2.1 This policy extends to behaviour that is discrimination, harassment, victimisation and bullying or any other behaviour that violates the dignity of an individual/s. Full explanations and examples of behaviour that fall into these definitions can be found in the No Space for Hate policy and legislation.

2.2 Direct discrimination occurs when you treat (or would treat) a person less favourably than you treat another person because of a protected characteristic of their own, through association or perception. It is not possible to justify direct discrimination, so it is always unlawful.

2.3 Indirect discrimination occurs when a provision, criterion or practice is applied for all groups of people, staff or students, in the same way, but this has the effect of putting people sharing a protected characteristic within the general group at a particular disadvantage compared to another group sharing a characteristic. Indirect discrimination can be justified if the action that has resulted in the disadvantage is a 'proportionate means of achieving a legitimate aim.

2.4 Harassment is a course of action (not an isolated action) that amounts to unwanted conduct, directed at a specific person or group, that is intimidating, hostile, humiliating, or offensive, whether or not that was intended. There are three types of harassment:

- Harassment related to a relevant protected characteristic
- Less favourable treatment of a student because they submit to or reject sexual harassment or harassment related to sex

2.5 Sexual harassment

Sexual Harassment is when someone behaves in a way which makes you or others feel stressed, intimidated or offended, and the behaviour is of a sexual nature. Behaviour that does not involve physical contact can also be sexual harassment. If contact or violence is involved, the offence becomes sexual assault or violence. The main factor in incidents of sexual harassment and violence is a lack of active consent. Sexual harassment and sexual incidents are addressed in the University's Sexual Misconduct Policy.

2.6 Victimisation is when a person receives less favourable treatment or abuse because they have reported discrimination or supported someone else to do so.

2.7 Bullying is offensive, abusive, intimidating, malicious or insulting behaviour, or an abuse or misuse of power, which undermines, humiliates, denigrates or injures the recipient. It is a pattern of repeated and persistent behaviour rather than isolated instances.

2.8 The University recognises that there are potentially additional types of behaviour that will constitute a breach of this Policy, and which will therefore need to be considered under the relevant internal disciplinary regulations.

3 Reporting and Responding

3.1 The overriding principles in dealing with allegations or concerns of hate, discrimination, harassment, bullying, violation of dignity and victimisation are that they must be taken seriously, considered carefully and addressed speedily and, where possible, in confidence.

3.2 DMUK will endeavour to ensure that both Staff and Students raising a concern under this policy are not victimised as a result. The University cannot guarantee the behavior of another person, but will commit to taking action if victimisation occurs.

3.3 Any Student who feels that they are the subject of, or have witnessed, hate, discrimination, harassment, bullying or victimisation, either by a fellow Student, a member of Staff or anyone else may contact sds@dmuk.edu.kz to make a report or may access further guidance from No Space For Hate.

3.4 Any Student who considers themselves to have been the subject of hate,

discrimination, harassment, bullying or victimisation has the right to be listened to, to be given informed advice on how the matter may be resolved, and to be given support to do so. Support being offered to Students is not contingent on a formal report being made.

3.5 Students may only wish the University to investigate the incident as a breach of the University regulations. In this instance, the University will appoint a trained, impartial investigator to make further enquiries. The security team will also conduct a risk assessment and take further immediate action if required.

3.6 A student may not wish to pursue any further action and will be offered support for welfare and academic concerns:

- Support to access specialist support
- Support to access extensions, deferrals or interruptions if appropriate
- Support to access specialist teams such as the Wellbeing Team

3.7 All action is bespoke to the reporting student's situation and undertaken with the consent of the student.

3.8 By exception, the University may refer the case to the Police if the risk is deemed to warrant it, e.g. a safeguarding concern. If the situation is deemed serious enough, the university may still conduct an investigation.

3.9 Incidents of hate, discrimination, bullying, harassment, violation of dignity or victimisation may also be reported, out of hours, directly to:

- The Student Development services.
- Incidents and/or emergencies should be reported to the police by the victim.

3.10 A report is the official sharing of information with a Student Development Services and HR (for staff) of the University regarding an incident of hate, discrimination, bullying or harassment experienced by that individual, for the purposes of initiating an investigation process by the University.

3.11 Personal information shared during such a disclosure will be handled in line with the University's responsibilities under the appropriate data protection legislation, including the General Data Protection Regulation and any subsequent legislation.

3.12 The Student should report to the Police

3.13 Vexatious and malicious reporting will not be tolerated by the university. This would include the creation of persistent, unfounded reports made under this Policy, threats against oneself, and reporting where the individual knows that there is a lack of factual basis for the report.

4 Investigating a Formal Report

4.1 On receipt of a formal report, where the alleged perpetrator is another student, the Student Appeals and Conduct Officer (or nominee) and the Head of Security (or nominee) will process the case according to DMUK's Disciplinary Policy and Procedure as described in the General Regulations.

4.2 Where the alleged perpetrator is a member of Staff, the Student Appeals and Conduct Officer (or nominee) will refer the case to the University's Student Development Department sds@dmuk.edu.kz.

4.3 Formal reports about Heads of Academic Departments should be referred to the President of the University.

4.4 Further information about types of behaviour that would contravene the Dignity and Respect Policy, and University Disciplinary Code can be found in the Sexual Misconduct Policy and the No Space for Hate Policy.

5 Monitoring of the Policy

5.1 The Head of the Student Development Department will keep the implementation of this policy under review and will monitor its use.

6 Personal Relationships at Work

6.1 DMUK also has a Code of Conduct on personal relationships at work, which applies in circumstances where personal and professional relationships overlap.

7 Document and version control information

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