



Global Respect Statement – all colleagues and students

Heriot-Watt University operates globally across a talented and diverse community, and is committed to ensuring that all colleagues, students and visitors have a safe and healthy environment in which to work, visit and study. This means no one should have to experience or tolerate behaviour that is offensive, threatening, humiliating or intimidating no matter their role in our community, personal background or personal characteristics such as gender.

This commitment is underpinned through the University's [four values](#) with [Respect](#) being the thread that runs through all of these, reinforcing the type of university we want to be and underpinning how we work together and reach decisions as part of our globally connected University.

We all have a part to play in respecting each other and inspiring others, through our actions to do the same. We will do this as a community who respects each other by bringing our best self to work each day, celebrating in the success of each other and allowing everyone to have a voice. Only by doing this can we ensure that we all work together in harmony.

The university will support this by ensuring that:

- All reports of inappropriate conduct or behaviour will be taken seriously
- All employees and students who report incidents of inappropriate behaviour will be fully supported
- All allegations will be treated with the utmost seriousness and will be thoroughly and fairly investigated and appropriate action taken

Only through our own actions can we ensure that we fully respect the dignity of others and develop our flourishing community around mutual trust and respect.

Further support

In the event of a situation occurring that cannot be resolved at the time, there is a range of people you can talk to which includes the list below. This reflects the University's ongoing commitment to support the wellbeing of all colleagues and students.

All colleagues

- Your line manager or another manager
- A trusted colleague
- [A Respect Ambassador](#)
- Your trade union representative (UK) - details available [here](#)
- [Human Resources](#)
Online reporting system which is located on the [Staff Portal](#)
- [Employee Assistance Programme](#) (Global)
- [Respect intranet pages](#)

Colleagues wishing to raise a concern formally should use the Global Grievance Procedures available on the [HR Policy page](#).

All Students

- Student Union / Student Council / Student Association websites:
 - <https://www.hwunion.com/>
 - <https://www.hwudcouncil.com/>
 - <https://www.hwumsa.com/>
- The Advice Hub: advice.hub@hw.ac.uk
- Personal Tutor
- A member of the Student Wellbeing Team - email studentwellbeing@hw.ac.uk
- If you believe you have suffered harassment, view the student Anti-Harassment Policy [here](#)
- Further support for students may be found [here](#)
- Students wishing to raise a concern formally should use the Complaints Policy found [here](#)