

Universities Pool Council

www.upc-pool.org.uk

**UPC Values: Respect, Integrity, Ambition, Knowledge,
Innovation, Responsibility, Flexibility.**

The UPC seeks to create and maintain an inclusive, supportive environment which values both staff and participants alike, and respects the contribution they make, driving forward a culture of diversity, and actively promoting the professional standards expected to ensure its services are delivered with fairness, integrity and professionalism. In addition, all staff and participants can expect to be treated by others with respect, dignity and courtesy.

The UPC recognises that its events should reflect the diversity of society and is committed to developing a productive environment in which everyone feels valued and where individual differences are fully utilised to best meet organisational goals.

Where any member of staff, or any participant, feels aggrieved as a result of unfair, discriminatory or unlawful treatment, the UPC has established processes to deal with such matters appropriately. This would include any circumstances where an individual might feel subject to harassment, bullying or intimidating behaviour. The UPC views such behaviour as unacceptable and will not tolerate such behaviour to any degree.

As an organisation, the UPC is committed to the UPC Values and to taking proactive steps to:

- ***eliminate discrimination;***
- ***eliminate harassment;***
- ***promote good relations; and***
- ***promote equality of opportunity for all.***