

DIGNITY AND RESPECT ADVISORS

Dignity and respect advisors act as a first point of contact for colleagues who may be experiencing bullying, harassment or sexual misconduct, or be 'accused' of behaviours that are negatively impacting others in the workplace.

Advisors are independent from the Human Resources (HR) department and are trained to support and empower colleagues to choose from the options available to them – including informal and formal resolutions and extra support from other specialist services.

If you are a student, please refer to [Student Advice](#) for help and support.

HOW CAN A DIGNITY AND RESPECT ADVISOR SUPPORT YOU?

- Offer confidential support on issues relating to our [Preventing and Addressing Bullying, Harassment and Sexual Misconduct Policy \(pdf\)](#)
- Listen without making any judgments about what is said
- Help you to reflect on a situation that you are unhappy about at work
- Help you to clarify your thoughts and feelings
- Explain the informal and formal procedures available to colleagues
- Help you to explore your options and make a choice about what you want to do
- Signpost to further support
- Help you to make a report on the [Support Report Respect](#) platform

What can't a dignity and respect advisor help with?

- They cannot tell you what to do or give specialist advice
- They cannot represent you or advocate on your behalf
- They cannot mediate or investigate
- They cannot speak to other people on your behalf

How can I arrange to speak with a dignity and respect advisor?

1. You can select an advisor from the index here and contact them by email
2. You can contact the Equality, Diversity and Inclusion Team at equality@leedsbeckett.ac.uk and request to be matched with an advisor