

EQUALITY, DIVERSITY AND INCLUSIVITY POLICY

Cyprus Cancer Research Institute (C.C.R.I.)

1. Mission and Scope

The mission of the Cyprus Cancer Research Institute (C.C.R.I.) (hereafter CCRI) is to promote high calibre cancer research in Cyprus and to breed the next generation of cancer research scientists. The CCRI is anticipated to become a leading cancer research institute, spanning a wide spectrum of cancer research from investigating the molecular and cellular basis of cancer, to translational research and the development of new diagnostic and therapeutic approaches and practices.

In accordance with its mission, the CCRI is committed to creating and sustaining a positive and supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. As a provider of employment and education, we value the diversity of our staff and students and remain committed to creating an inclusive culture and a fair, equitable and mutually supportive working and learning environment.

To support our commitment to inclusivity, the Equality, Diversity and Inclusivity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for an integrated approach to this area of activity. Notably, to instil the importance of inclusivity, equality and diversity all staff and students are requested to sign the CCRI Code of Conduct before commencement of their activities at the Institute.

2. Commitment to equality, diversity and inclusivity

The CCRI believes that excellence will be achieved through recognising the value of every individual. We aim to create an inclusive environment that respects the diversity of our staff and students and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the life of the CCRI.

To this end, we acknowledge the following basic rights for all members and prospective members of the CCRI, to be:

- Treated with respect and dignity

- Treated fairly with transparency regarding all procedures, assessments and choices
- Encouraged to reach one's full potential

These rights carry responsibilities and we require all members of our community to recognise these rights and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against based on protected characteristics. This includes, but is not limited to, discrimination because of age, disability, health condition, gender identity (including gender reassignment, marital status, pregnancy and maternity), ethnicity (including race, colour, language or nationality), religion or belief (including non-belief), sexual orientation, socio-economic background and family circumstances.

3. Applicability

The CCRI operates in a local, national and international context, as such this policy is applicable to all staff and students, including overseas staff and students in so far as reasonably practicable.

The principles of equality of opportunity, diversity and inclusivity also apply to the way in which staff and students should treat each other, visitors, contractors, sub-contractors, service providers, suppliers, former staff and students and any other persons associated with the functions of the CCRI

We will work to ensure that all of our students, staff and visitors, as well as those who seek to apply to work or study with us or who have previously worked or studied with us, are treated fairly and are not subjected to unlawful discrimination by the CCRI.

CCRI is committed to offer its staff and students equal opportunities and maximum potential for personal development.

4. Implementation

The CCRI's aims to promote equality of opportunity for all thereby enhancing the CCRI student and staff experience, through the following objectives:

- Mainstreaming equality, diversity and inclusivity into the CCRI's strategic plan;
- Compliance with legal obligations;
- Zero tolerance of harassment (including sexual harassment) and bullying
- Equality, diversity and inclusivity to be embed in all our policies, processes and procedures and included in all key CCRI documents. This includes prospectuses, policy documents, staff and student handbooks, procurement regulations for suppliers, staff terms of appointment, code of conduct, etc.

- Where possible, involving stakeholders in the development and delivery of our equality, diversity and inclusivity aims and priorities;
- Promoting a culture of mutual respect by working towards a fair and inclusive community;
- Providing strategies to prevent discrimination, harassment and victimisation;
- Ensuring that staff are equipped with the appropriate skills and knowledge on equality, diversity and inclusivity matters;
- Aiming to obtain effective student and staff equality profile data analysis that supports our key aims;
- Promoting equality, diversity and inclusivity through internal and external communications; maximum potential for personal development
- Ensuring student and staff support services, buildings, facilities and media are, as far as reasonably possible, accessible to all;
- Ensuring that staff and students are empowered to discuss equality, diversity and inclusivity issues and raise any concerns;

5. Roles and Responsibilities

CCRI Governance and Committees

All governance bodies and committees of the CCRI have the overall management responsibility to ensure that the Equality, Diversity and Inclusivity Policy is implemented and integrated in CCRI processes, procedures, work plans, documents and activities where relevant. This can be delegated to Managers and Team Leaders throughout the CCRI

All Students and Staff

The CCRI recognises that all of its staff and students and the CCRI community as a whole have a duty to support and uphold the principles contained in this Equality, Diversity and Inclusivity Policy and associated document and policies. All students and staff are required to demonstrate their commitment to abide to the CCRI equality, diversity and inclusivity principles by signing the CCRI code of conduct upon their recruitment to the Institute.

6. Dealing with discrimination - reporting of harassment or inappropriate behaviour

It is the general expectation that all members of staff, including others who may be working on behalf of the CCRI, will behave in an acceptable manner - treating others with courtesy, respect and consideration - and conducting themselves professionally when interacting with members of the CCRI community.

Unacceptable behaviour including bullying, harassment (including sexual harassment) and victimisation or discrimination - including but not limited to the protected characteristics as identified in this policy - will not be tolerated and any allegations will be taken seriously and dealt with appropriately under relevant procedures.

Any member of the CCRI who feels discriminated against is encouraged to seek assistance and/or to submit a written complaint to the competent bodies of the CCRI. All complaints of discrimination or harassment will be handled with speed and confidentiality.

Any CCRI employee, student, collaborator and/or other representative, who experiences or observes any inappropriate behaviour, is encouraged either namely or anonymously to report it through CCRI's Formal Processes and Procedures.

7. Associated documents

CCRI_2020_119_POL_Code of Conduct.

8. Document control

This is a controlled document. Refrain from using photocopies as these may be out of date. If you need to refer to CCRI policies and other controlled documents, please access them through the pertinent document repository or website or by directly requesting them by emailing info@ccri.org.cy with subject "CCRI documentation".

CURRENT DOCUMENT INFORMATION			
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Version number	Version date	Summary of changes	
1.0	08-07-2020	Initial version	

Appendix A:

CCRI_2020_116_POL_Equality and diversity Policy_v1.0, 08-07-2020

Associated Legislation in Cyprus:

Law for the Equal Treatment of Men and Women in Employment and Vocational Training Law,

The Equal Pay Between Men and Women for the Same Work or for Work of Equal Value Law,

The Maternity Protection Law,

The Parental Leave and Leave on Grounds of Force Majeure Law,

The Equal Treatment of Men and Women in Professional Social Insurance Schemes Law,

The Equal Treatment of Men and Women (Access to and Supply of Good and Services) Law,

The Violence in the Family (Prevention and Protection of Victims) Law,

The Combating of Trafficking and Exploitation of Human Beings and the Protection of Victims Law,

Ministry of Labour, Welfare and Social Insurance (2019). Sexual Harassment in the Workplace

Eurofound (2012). Cyprus: Sexual harassment in the workplace