

Trinity College Postdoctoral Society Respect Statement

Trinity College is committed to protecting the dignity of students, Fellows, and staff as members of its community in their work, their study, and their interactions with each other, and to protecting the dignity of all those who visit or interact with the College. The following paragraphs serve to summarise (but not to replace) the College's Dignity and Respect statement. All members of Trinity College's Postdoctoral Society are encouraged to read the Dignity and Respect statement in its entirety and consult it whenever appropriate. This can be found on the College website at: <https://www.trin.cam.ac.uk/about/college-notice/>

The College expects all members of its community to treat each other, members of the College and those external to the College community with dignity, respect, courtesy and consideration at all times. All members of the Postdoctoral Society and the College community have the right to expect such behaviour from others, and a corresponding responsibility to behave with respect towards others. The College will not tolerate bullying or unlawful harassment, sexual harassment, discrimination or victimisation.

If there are concerns about misbehaviour or misconduct between Postdoctoral Society members then these concerns should be raised at first instance with the Fellow for Postdoctoral Affairs (pd.fellow@trin.cam.ac.uk). The Fellow for Postdoctoral Affairs will typically speak with the parties involved and may request written accounts. In exceptional circumstances the Fellow for Postdoctoral Affairs may advise the Senior Tutor or Dean of College to have the membership(s) of the relevant parties revoked. Any such decision can be appealed to the Council of Trinity College.

For further information, please consult:

- Trinity College's statement on Dignity, Respect and Inclusion
<https://www.trin.cam.ac.uk/download/dignity-respect-and-inclusion-statement/>
- The University of Cambridge's Dignity at Work Policy
<https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy-2023-ed>
- The University of Cambridge's Grievance Procedure
<https://www.hr.admin.cam.ac.uk/hr-staff/information-staff/staff-guide/terms-employment/grievances>