

## LGBTQ+-Inclusion policy

### 1 Introduction

- 1.1 ARTIUM is committed to fostering an inclusive and safe environment for all Scholars, Donors, employees, collaborators, participants, and volunteers.
- 1.2 This document sets out ARTIUM's LGBTQ+-Inclusion policy, including its commitment to promoting LGBTQ+ inclusion, with explicit emphasis on trans inclusion, and outlines the steps ARTIUM takes to prevent homophobic, biphobic, and transphobic harassment or discrimination.
- 1.3 This policy is grounded in ARTIUM's legal obligations under the Equality Act 2010 and ethical commitment to equal dignity and respect for all individuals, irrespective of their sexual orientation, gender identity, or gender expression.
- 1.4 This policy aims to:
  - 1.4.1 ensure full and equal access to ARTIUM's activities for LGBTQ+ individuals.
  - 1.4.2 prevent discrimination, harassment, or victimisation based on the protected characteristics of sexual orientation or gender reassignment.
  - 1.4.3 promote awareness and understanding of the diverse experiences within LGBTQ+ communities.
  - 1.4.4 establish clear mechanisms for addressing any breaches of this policy.
- 1.5 This policy should be read in conjunction with the Principles of Assessment and Decision-Making for Projects and the Account Termination policy.

### 2 Definitions

**Donor** is any person who has made a monetary donation through the ARTIUM platform.

**Project** is the work or activities which is to be undertaken upon the award of funding.

**Scholar** is the named person who is proposing the Project for which funding is being requested.

### 3 Scope

- 3.1 This policy applies to all individuals involved in ARTIUM, including Scholars, Donors, members of the core team, employees, collaborators, peer reviewers, and volunteers.
- 3.2 This policy covers all spaces (digital or physical) in which ARTIUM operates, including social media platforms, project assessment processes, events, and communications.

### 4 Statement of Commitment

- 4.1 ARTIUM recognises sexual orientation and gender reassignment as protected characteristics under the Equality Act 2010. ARTIUM affirms the rights of lesbian, gay, bisexual, trans, queer, intersex, non-binary, asexual, and other marginalised gender and sexual identities (LGBTQ+) to participate fully and safely in all aspects of its activities.
- 4.2 ARTIUM recognises and affirms that trans women are women, trans men are men, and non-binary identities are valid.
- 4.3 ARTIUM does not support or platform views that deny the legitimacy of any individual's self-defined gender identity.
- 4.4 ARTIUM recognises the current legal position following the 2025 Supreme Court judgment that for the purposes of claiming sex discrimination under the Equality Act 2010 comparators are based on sex designated at birth such that the provisions of the Gender Recognition Act 2004, statute required under the European Convention of Human Rights to facilitate trans people's human right to change their sex for all purposes, does not apply to the protected characteristic of sex. We will review and update this policy when the appeal to the European Court of Human Rights has concluded and decision published.

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- 4.5 ARTiUM recognises that some individuals hold religious or other beliefs that conflict with or disapprove of LGBTQ+ rights, and that both the holding of these beliefs and not holding the same beliefs are protected in law and discrimination on the basis of holding / not holding beliefs is unlawful. We respect the rights of others to hold beliefs that are meaningful to them; however, the holding of any belief does not excuse or exempt anyone from the provisions of this policy.

## 5 Inclusion Practices and Principles

- 5.1 ARTiUM uses inclusive language in all public and internal communications. Where appropriate, ARTiUM invites participants to state their pronouns and expects that these are respected.
- 5.2 ARTiUM takes a zero-tolerance approach to misgendering, deadnaming, or denying someone's gender identity, whether intentional or not.
- 5.3 ARTiUM will not platform or promote individuals or groups that promote views that could reasonably be experienced by LGBTQ+ people as transphobic, biphobic, or homophobic.
- 5.4 ARTiUM recognises the intersections between LGBTQ+ identities and other marginalised experiences, including racism, classism, ableism, and xenophobia. Our inclusion efforts are grounded in solidarity and an understanding of compounded disadvantage.

## 6 Preventing Harassment and Discrimination

Under the Equality Act 2010, ARTiUM has a duty to take all reasonable steps to prevent harassment related to sexual orientation or gender reassignment. To meet this duty, ARTiUM:

- 6.1 clearly communicates behavioural expectations in all ARTiUM-led spaces, both digital and physical.
- 6.2 moderates the digital platforms to remove transphobic, biphobic, or homophobic content.
- 6.3 provides routes for individuals to raise concerns confidentially.

## 7 Reporting and Responding to Incidents

- 7.1 Any individual who experiences or witnesses conduct that breaches this policy is encouraged to report the incident to ARTiUM via email: [artium@durham.ac.uk](mailto:artium@durham.ac.uk). Reports will be handled confidentially and sensitively.
- 7.2 Where a breach of this policy is found to have occurred, ARTiUM may take a range of actions, including:
  - 7.2.1 issuing a formal warning;
  - 7.2.2 removing an individual from a review panel or Project;
  - 7.2.3 terminating an individual's account on the platform;
  - 7.2.4 withdrawing funding or support;
  - 7.2.5 notifying relevant external organisations, where necessary and lawful.
- 7.3 Decisions will be guided by the principle of protecting the dignity, safety, and participation of LGBTQ+ individuals.

## 8 Jurisdiction

- 8.1 This policy is governed by the laws of England and Wales. All matters relating to the policy are subject to the exclusive jurisdiction of the courts of England and Wales.
- 8.2 If any provision of this policy is found by a court or other legitimate body to be illegal, invalid, or unreasonable, it will not affect the remaining policy which will continue in force.

## 9 Equality, Diversity, and Inclusion

- 9.1 This policy has been designed to ensure that no one receives less favourable treatment due to protected characteristics.

## 10 Contact and Policy Review

- 10.1 To discuss this policy, make suggestions, or request support in relation to LGBTQ+ inclusion, please contact [artium@durham.ac.uk](mailto:artium@durham.ac.uk).

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- 10.2 This policy will be reviewed at least annually and updated in response to feedback from LGBTQ+ participants and evolving best practice.
- 10.3 The review process will include consultation with LGBTQ+ members of the ARTiUM community and may include external expert advice.

## **Annex: Version control**

<b>Version</b>	<b>Date Implemented</b>	<b>Changes</b>
1.0	2025-05-27	Initial version.