The University's calendar has been developed to celebrate the diverse nature of its community, promoting respect and understanding between different groups.

By understanding and embracing difference we can help to create an environment based on the principles of dignity, fairness, equality and respect.

“We all live with the objective of being happy; our lives are all different and yet the same.”
Anne Frank
The University’s Calendar

The University’s diversity calendar is a practical resource that includes details of all the main religious festivals and major national and international days of celebration or memorial.

It can help us to ensure that meetings and events are not planned when key sections of the workforce, student population or customer base may not be able to participate.

We have focused on the six major world faiths currently represented within our community - Buddhism, Christianity, Hinduism, Islam, Judaism and Sikhism. This is not to say that there are not many more faiths equally as important. We also recognise that a large proportion of our University community may have no religion or belief.

We are continually trying to improve the information we provide, therefore if you have any constructive feedback or suggestions, please don’t hesitate to contact us.

Thank you.

Nominated Charity: Building Hope

Throughout 2012 the Equality and Diversity Team are supporting and raising money to help Building Hope (Registered Charity No. 1110814). Building Hope works in Ethiopia to improve the lives of the poorest and most disadvantaged families, specifically those affected and disabled by leprosy.

For more information about Building Hope and how you can support the cause visit www.buildinghope.co.uk

The Equality and Diversity Team,
C28 Sackville Street Building, Manchester M13 9PL
Tel: 0161 306 5857   Text: 07943 600 656   Email: equalityanddiversity@manchester.ac.uk   Twitter: @eanddmcr

www.manchester.ac.uk/staffnet/equalityanddiversity
Personally, I am deeply committed to the principles of Equality and Diversity and I am proud to be President and Vice-Chancellor of a University that champions these principles as part of its approach to every aspect of its work. Many areas throughout the University are already doing great work leading us forward in this area and I hope this continues in 2012.

Professor Nancy Rothwell
President & Vice Chancellor

We are lucky to live and work amongst colleagues and students from a diverse and multi-cultural world. It is important we recognise and respect the values and beliefs of every individual at the University. By embracing diversity we can learn a lot about ourselves and others and work and study in an inclusive environment.

This calendar has been developed by the Equality & Diversity Team to raise awareness of the major religious and secular festivals celebrated by staff, students, visitors and the wider community.

Professor Aneez Esmail
Associate Vice President for Social Responsibility
WORLD RELIGION DAY
16 January

RELIGIOUS DATES:

Buddhism:
16th Shinran Memorial Day
25th Honen Memorial Day

Christianity:
6th Epiphany
18th Week of Prayer for Christian Unity begins

Hinduism:
14th Makar Sankrant

Judaism:
5th Fast of Tevet

Sikhism:
31st Birthday of Guru Har Rai

Tel: 0161 306 5857   Email: equalityanddiversity@manchester.ac.uk
### WORLD RELIGION DAY

16 January

There are 19 major world religions which are subdivided into a total of 270 large religious groups, and many smaller ones. Some people choose to follow no religion. Staff and students at the University should respect the individual’s choice and how they have come to follow a particular religion or not. We may not agree with a particular set of values from certain religions, but we should understand, embrace and learn from the opportunities that arise from working and studying in such a vibrant community.

There are a number of resources available for followers of faith at the University. We have dedicated and shared prayer and worship facilities; a sacred spaces trail and St Peter’s Chaplaincy which welcomes all faiths.

More details can be found at: [www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/religion-belief/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/religion-belief/)

---

**Unilife & Staff Update**

<table>
<thead>
<tr>
<th>publication Date</th>
<th>Unilife &amp; Staff Update deadline Date</th>
<th>Student Vacation</th>
</tr>
</thead>
</table>

A key explaining the religious symbols can be found overleaf.
### RELIGIOUS DATES:

- **Buddhism:**
  - 7th: Magha Puja
  - 8th: Parinirvana/Nirvana day
  - 15th: Nirvana day alternative date

- **Hinduism:**
  - 15th: Vasant Panchami
  - 20th: Mahashivrati

- **Judaism:**
  - 8th: Tu B’Shevat

- **Christianity:**
  - 2nd: Candlemas
  - 14th: Saint Valentine’s Day
  - 21st: Shrove Tuesday
  - 22nd: Ash Wednesday
Lesbian Gay Bisexual Trans (LGBT) History Month

2012 sees LGBT History Month focus on sport in this Olympic year. Many high profile athletes still find it difficult to ‘come out’ through fear of exclusion and bullying. Numerous sports stars still encounter homophobia in their day to day activities and feel there is too much risk to their careers to come out. But there are shining examples of sports stars who have taken that brave step and spoken out proudly about their sexuality.

Although there is still a way to go in many sports, there are numerous organisations working to achieve equality in sport. One such group is Pride Sports that works with the LGBT community to make sport all inclusive.

To find out more how you can become involved with pride Sports, the LGBT Staff Network Group or undertake an activity through the Manchester SPORT, please visit: www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/lgbt-staff-network-group/

Tel: 0161 306 5857   Email: equalityanddiversity@manchester.ac.uk
### WEEK 10

| MONDAY | 5. |  
| TUESDAY | 6. |  
| WEDNESDAY | 7. |  
| THURSDAY | 1. | International Women’s Day |  
| FRIDAY | 2. |  
| SATURDAY | 3. |  
| SUNDAY | 4. |  

### WEEK 11

| MONDAY |  
| TUESDAY | 6. |  
| WEDNESDAY | 7. |  
| THURSDAY | 1. | International Women’s Day |  
| FRIDAY | 2. |  
| SATURDAY | 3. |  
| SUNDAY | 4. |  

### WEEK 12

| MONDAY | 5. |  
| TUESDAY | 6. |  
| WEDNESDAY | 7. |  
| THURSDAY | 1. | International Women’s Day |  
| FRIDAY | 2. |  
| SATURDAY | 3. |  
| SUNDAY | 4. |  

### MENTAL HEALTH AWARENESS MONTH

**RELIGIOUS DATES:**

- **Christianity:**
  - 1st St David’s Day
  - 5th St Piran’s Day
  - 17th St Patrick’s Day
  - 18th Mothering Sunday

- **Hinduism:**
  - 8th Holi

- **Judaism:**
  - 7th Fast of Esther
  - 8th Purim
  - 9th Shushan Purim

- **Sikhism:**
  - 9th Hola Mohalla

---

Tel: 0161 306 5857   Email: equalityanddiversity@manchester.ac.uk
Mental Health Awareness Month

1 in 4 people will suffer a mental health problem in any one year, and amongst students, this figure is slightly higher. These problems can vary from person to person, but the most common ones include bipolar disorder, depression, eating disorders, drug and alcohol related problems and schizophrenia.

Many of these problems are hidden disabilities and therefore often not apparent to many people. Fortunately there is a great amount of support available at the University and beyond. The mental health support policy and guidance can highlight how to deal with such issues and the great work done by Occupational Health, Counselling, the Disability Support Office and the Disability Staff Network ensure that anyone suffering with a hidden disability will have the support structure available to them.

During Mental Health Month we should learn more about how we can recognise these symptoms and be aware of the great services at our disposal should we ever need to use them or recommend them.

‘it’s not uncommon, it’s not bad, it’s not to be stigmatised’

http://www.staffnet.manchester.ac.uk/supporting-students/mentalhealth/

Tel: 0161 306 5857    Email: equalityanddiversity@manchester.ac.uk
<table>
<thead>
<tr>
<th>WEEK 13</th>
<th>WEEK 14</th>
<th>WEEK 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>MONDAY</td>
<td>2.</td>
<td>9.</td>
</tr>
<tr>
<td>TUESDAY</td>
<td>3.</td>
<td>10.</td>
</tr>
<tr>
<td>WEDNESDAY</td>
<td>4.</td>
<td>11.</td>
</tr>
<tr>
<td>THURSDAY</td>
<td>5.</td>
<td>12.</td>
</tr>
<tr>
<td>SATURDAY</td>
<td>7.</td>
<td>14.</td>
</tr>
<tr>
<td>SUNDAY</td>
<td>1.</td>
<td>8.</td>
</tr>
</tbody>
</table>

**RELIGIOUS DATES:**

**Buddhism:**
- 6th: Theravada New Year

**Christianity:**
- 1st: Palm Sunday
- 5th: Maundy Thursday
- 6th: Good Friday
- 8th: Easter Sunday
- 23rd: St George’s Day

**Hinduism:**
- 1st: Rama Navami

**Judaism:**
- 6th: Fast of the Firstborn
- 7th: Passover (1st day)
- 19th: Yom Hashoah
- 26th: Yom Hazikaron

**Sikhism:**
- 14th: Vaisakhi
- 18th: Birthday of Guru Teg Bahadur
- 18th: Birthday of Guru Angad Dev

**EASTER**

- 6th: Hanuman Jayanti

Tel: 0161 306 5857    Email: equalityanddiversity@manchester.ac.uk
Easter

The moveable feast of Easter is considered the most important celebration in the Christian calendar. Easter marks the end of Lent, a forty-day period of fasting, prayer, and penance. The last week of the Lent is called Holy Week, which includes Good Friday – a day commemorating the crucifixion and death of Jesus; and Easter Sunday – celebrating the resurrection of Christ.

Although celebrations on Easter Sunday vary around the world, they all have a common theme of marking resurrection and new beginnings. Easter breads such as Simnel cake, a fruit cake with eleven marzipan balls representing the eleven faithful apostles, or nut breads such as potica are traditionally served. Hot cross buns, spiced buns with a cross on top, are traditionally associated with Good Friday.

Easter is followed by a fifty-day period called Eastertide or the Easter Season, ending with Pentecost Sunday.

We are lucky to work in a multi-cultural, multi-faith establishment and we should embrace this diversity, learn from other religious festivals and be prepared to adapt our timetables and schedules wherever possible.

To find out more about the different faith groups and organisations at the University, please visit:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/religion-belief/

Tel: 0161 306 5857    Email: equalityanddiversity@manchester.ac.uk
### RELIGIOUS DATES:

- **Buddhism:**
  - 5th Wesak or Buddha Day

- **Christianity:**
  - 17th Ascension Day
  - 27th Pentecost

- **Judaism:**
  - 10th Lag b’ Omer
  - 27th/28th Shavuot

- **Sikhism:**
  - 2nd Birthday of Guru Arjan Dev
  - 23rd Birthday of Guru Amar Das

---

**MAY 2012**

<table>
<thead>
<tr>
<th>MONDAY</th>
<th>WEEK 18</th>
<th>WEEK 19</th>
<th>WEEK 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>TUESDAY</td>
<td>1.</td>
<td>8.</td>
<td>15.</td>
</tr>
<tr>
<td>WEDNESDAY</td>
<td>2.</td>
<td>9.</td>
<td>16.</td>
</tr>
<tr>
<td>THURSDAY</td>
<td>3.</td>
<td>10.</td>
<td>17.</td>
</tr>
<tr>
<td>FRIDAY</td>
<td>4.</td>
<td>11.</td>
<td>18.</td>
</tr>
<tr>
<td>SATURDAY</td>
<td>5.</td>
<td>12.</td>
<td>19.</td>
</tr>
<tr>
<td>SUNDAY</td>
<td>6.</td>
<td>13.</td>
<td>20.</td>
</tr>
</tbody>
</table>

**WORLD DIVERSITY DAY - SOCIAL RESPONSIBILITY**

21 May

**TuEsdAy**

**THU RSD AY**

**FRID AY**

**SAT U RD AY**

**SU N D AY**

---

**Tel:** 0161 306 5857  
**Email:** equalityanddiversity@manchester.ac.uk
World Diversity Day - Social Responsibility
21 May

World Day for Cultural Diversity for Dialogue and Development is annually held on May 21 to help people learn about the importance of cultural diversity and harmony. This day is officially recognised by the United Nations.

Goal 3 of the 2020 Strategic Vision states:
‘Social responsibility will be embedded in our research and learning activities, and will be recognised as a distinguishing feature of the University by our staff, our current and prospective students, our alumni and our other key stakeholders. It will encompass sustainability; ethics and integrity; research into global challenges; public engagement; community support; and equality and diversity.’

Everyone can be involved in Goal 3 of the 2020 Strategic Vision – from volunteering for a local group to being more actively involved with the immediate community.

More details can be seen at:
www.manchester.ac.uk/aboutus/facts/vision

Tel: 0161 306 5857   Email: equalityanddiversity@manchester.ac.uk
Father’s Day & Men’s Health Week

June gives us two opportunities to recognise the role of men in our society whilst also bringing to the forefront some more serious health issues. Men’s Health Awareness Week aims to change the way men look at their health and activity levels. With 2012 being Olympic year it’s a great way to inspire males to take a good look at their health and small lifestyle changes they can make to live a more active and longer life.

Men still find it difficult to talk about health related issues and many do not understand the optimum level of activity coupled with a balanced diet that is needed to maintain a healthy lifestyle. So celebrate life by participating in one of the events organised this month! More details can be found by following these links: www.manchester.ac.uk/staffnet/equalityanddiversity www.sportmcr.stars.manchester.ac.uk/
RELIGIOUS DATES:

**Buddhism:**
- 3rd Asala-Dharma Day

**Islam:**
- 20th Ramadam (start)

**Judaism:**
- 8th Fast of Tammuz
- 29th Tisha B’Av

**Sikhism:**
- 5th Birthday of Guru Hargobind
- 23rd Birthday of Guru Har Krishen
Staff Network Groups

The University has a wide range of Staff Network Groups that anyone can join. The groups all have their individual terms of reference and goals, but the main aim is to bring staff from particular diversity groups together so they can improve the experience for new and existing staff at University through constructive discussion with like-minded individuals. As well as having a voice on the bi-annual ‘Equality and Diversity Forum’ each Staff Network Group organises different awareness raising and social events throughout the year which are open to all staff.

Currently University staff can enjoy 10 different groups: Black Minority Ethnic (BME) Staff Network Group; Christian Higher Education Network, Disabled Staff Network Group; International Staff Network Group; Lesbian, Gay Bisexual and Trans (LGBT) Staff Network Group; Muslim Staff Network (MSN); Returning from maternity leave support group; Women in IT; Women in Life Sciences, Women in Science, Engineering & Technology (WISET).

Full details of all staff network group activities can be found on: [www.manchester.ac.uk/staffnet/staffnetworks](http://www.manchester.ac.uk/staffnet/staffnetworks)

Tel: 0161 306 5857 Email: equalityanddiversity@manchester.ac.uk

A key explaining the religious symbols can be found overleaf.
### August 2012

<table>
<thead>
<tr>
<th>MONDAY</th>
<th>WEEK 31</th>
<th>WEEK 32</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>6. 🌞</td>
</tr>
<tr>
<td>TUESDAY</td>
<td></td>
<td>7.</td>
</tr>
<tr>
<td>WEDNESDAY</td>
<td>1.</td>
<td>8.</td>
</tr>
<tr>
<td>THURSDAY</td>
<td>2. 🌙</td>
<td>9.</td>
</tr>
<tr>
<td>FRIDAY</td>
<td>3. 🌙</td>
<td>10. 🌙</td>
</tr>
<tr>
<td>SATURDAY</td>
<td>4.</td>
<td>11.</td>
</tr>
<tr>
<td>SUNDAY</td>
<td>5.</td>
<td>12.</td>
</tr>
</tbody>
</table>

---

#### Week 31
- **6th**: Transfiguration of the Lord
- **15th**: Assumption of Blessed Virgin Mary

#### Week 32
- **2nd**: Raksha Brahan
- **10th**: Janmashtami-Krishna Jayanti
- **19th**: Eid ul Fitr (end of Ramadam)

---

**The Olympics and Paralympics**

---

**Religious Dates:**

<table>
<thead>
<tr>
<th>Religion</th>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christianity</td>
<td>6th</td>
<td>Transfiguration of the Lord</td>
</tr>
<tr>
<td></td>
<td>15th</td>
<td>Assumption of Blessed Virgin Mary</td>
</tr>
<tr>
<td>Hinduism</td>
<td>2nd</td>
<td>Raksha Brahan</td>
</tr>
<tr>
<td></td>
<td>10th</td>
<td>Janmashtami-Krishna Jayanti</td>
</tr>
<tr>
<td>Islam</td>
<td>19th</td>
<td>Eid ul Fitr (end of Ramadam)</td>
</tr>
</tbody>
</table>

---

**Contact Information**

- **Tel:** 0161 306 5857
- **Email:** equalityanddiversity@manchester.ac.uk

---

**Calendar Dates**

- **AUGUST 2012**
- **Week 31**
- **Week 32**

---

**Academic Year Dates**

- **August 2012**
- **September 2012**
- **October 2012**
- **November 2012**
- **December 2012**
- **January 2013**

---

**Event Dates**

- **Olympics and Paralympics**
- **Religious Dates**

---

**University & Staff Update**

- **Publication Date:**
- **Deadline Date:**
- **Student Vacation:**
The Olympics and Paralympics

Although sport may not instantly conjure up visions of diversity, the Olympic movement has been instrumental in bringing together different nationalities, ethics and ideals for over a century.

Playing out some scenarios on an international stage has advanced the equality of many groups throughout the world – most notably female and disabled competitors. Although there are more male competitors than female, female athletes are now able to compete in all the same sports as men and only one of the 204 nations does not permit females to compete.

The Beijing Paralympics highlighted the high percentage of disabled people living in China and as a consequence provisions for disabled people have improved dramatically.

So join the 13,000 athletes as they come together for the Olympics and Paralympics in London and show how sport can be used as a platform for equality. The visibility of such actions provides role models and inspiration for thousands of people throughout the world.

‘Citius, Altius, Fortius’

Tel: 0161 306 5857 Email: equalityanddiversity@manchester.ac.uk
### SEPTEMBER 2012

#### INTERNATIONAL DAY OF PEACE

**21 September**

#### RELIGIOUS DATES:

<table>
<thead>
<tr>
<th>Date</th>
<th>Religion</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8th</td>
<td>Christianity</td>
<td>Nativity of the ‘Blessed Virgin Mary’</td>
</tr>
<tr>
<td>16th-17th</td>
<td>Judaism</td>
<td>Rosh Hashanah (1st day)</td>
</tr>
<tr>
<td>19th</td>
<td>Judaism</td>
<td>Fast of Gedalliah</td>
</tr>
<tr>
<td>26th</td>
<td>Judaism</td>
<td>Yom Kippur</td>
</tr>
<tr>
<td>1st</td>
<td>Hinduism</td>
<td>Ganesh Chaturthi</td>
</tr>
<tr>
<td>1st</td>
<td>Sikhism</td>
<td>Installation of Guru Granth Sahib</td>
</tr>
</tbody>
</table>

**Tel:** 0161 306 5857   **Email:** equalityanddiversity@manchester.ac.uk

---

**MONDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td></td>
<td>10.</td>
</tr>
</tbody>
</table>

**TUESDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.</td>
<td></td>
<td>11.</td>
</tr>
</tbody>
</table>

**WEDNESDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.</td>
<td></td>
<td>12.</td>
</tr>
</tbody>
</table>

**THURSDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.</td>
<td></td>
<td>13.</td>
</tr>
</tbody>
</table>

**FRIDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.</td>
<td></td>
<td>14.</td>
</tr>
</tbody>
</table>

**SATURDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>8.</td>
<td>15.</td>
</tr>
</tbody>
</table>

**SUNDAY**

<table>
<thead>
<tr>
<th>WEEK 35</th>
<th>WEEK 36</th>
<th>WEEK 37</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.</td>
<td>9.</td>
<td>16.</td>
</tr>
</tbody>
</table>
SEPTEMBER 2012

International Day of Peace
21 September

The International Day of Peace ("Peace Day") provides an opportunity for individuals, organisations and nations to create practical acts of peace on a shared date. It was established by a United Nations resolution in 1981 to coincide with the opening of the General Assembly. The first Peace Day was celebrated in September 1982 – making 2012 the 30th anniversary.

Anyone, anywhere can celebrate Peace Day. It can be as simple as lighting a candle at noon, or just sitting in silent meditation. Or it can involve getting together with colleagues, friends, community groups and engaging in a larger event.

International Day of Peace is also a Day of Ceasefire – personal or political. Take this opportunity to make peace in your own relationships and take time to reflect on how we can improve by embracing diversity and ideas sometimes alien to us.

More information about you can be involved can be found on the official website: www.internationaldayofpeace.org

Tel: 0161 306 5857   Email: equalityanddiversity@manchester.ac.uk
## BLACK HISTORY MONTH

**RELIGIOUS DATES:**

- **Buddhist:**
  - 22nd Pavarna

- **Hinduism:**
  - 24th Dussera
  - 16th Navaratri (start)

- **Islam:**
  - 24th-28th Haj (Pilgrimage)
  - 26th Eid Ul Adha (Festival of Sacrifice)

- **Judaism:**
  - 1st-7th Sukkot
  - 7th Hoshanah Rabbah
  - 8th Shemini Atzeret
  - 9th Simchat Torah

- **Sikhism:**
  - 9th Birthday of Guru Ram Das

---

### Calendar

<table>
<thead>
<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>10</td>
<td>11</td>
<td></td>
<td>12</td>
<td></td>
<td></td>
<td>13</td>
</tr>
<tr>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
</tr>
<tr>
<td>30</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>31</td>
</tr>
</tbody>
</table>
Black History Month

Black History Month (BHM) is held every October throughout Britain.

The aims are to:

- Promote knowledge of Black History, culture and heritage
- Disseminate information on positive Black contributions to British Society
- Heighten the confidence and awareness of Black people to their cultural heritage

The origins of BHM go back to 1926 when Carter G Woodson, editor for thirty years of the Journal of Negro History, established African Caribbean celebrations in America. It is still celebrated there in February each year. In Britain, the BHM has now grown to over 6,000 events.

Women in Manchester have been instrumental in the struggle for equality for the BME community. Names such as Kath Locke and Yomi Mambu (Manchester’s First Black Female Mayor) will be familiar to us. But there are some lesser known influential females such as Fadimah Zubairu, Anita Bashnab, Qaisra Shahraz and Anwar Ditta. Use October to find out more about their stories and work they have done in our city.

www.racearchive.org.uk/archive/centre.htm

Tel: 0161 306 5857   Email: equalityanddiversity@manchester.ac.uk
## November 2012

<table>
<thead>
<tr>
<th>Week</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
</tr>
</thead>
<tbody>
<tr>
<td>44</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
</tr>
</tbody>
</table>

### Religious Dates:

<table>
<thead>
<tr>
<th>Religion</th>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christianity</td>
<td></td>
<td>1st All Saints Day</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2nd All Souls Day</td>
</tr>
<tr>
<td></td>
<td></td>
<td>30th St Andrew's Day</td>
</tr>
<tr>
<td>Hinduism</td>
<td>13th</td>
<td>Diwali/Bandi Chhor Divas</td>
</tr>
<tr>
<td>Sikhism</td>
<td>13th</td>
<td>Diwali/Bandi Chhor Divas</td>
</tr>
<tr>
<td></td>
<td>24th</td>
<td>Martyrdom of Guru Teg Bahadur</td>
</tr>
</tbody>
</table>

**BULLYING AND HARASSMENT**

Tel: 0161 306 5857  Email: equalityanddiversity@manchester.ac.uk
Bullying and Harassment

The month of November sees the UK-wide initiative of ‘Anti-Bullying Week’. Although this is primarily aimed at a younger audience, it reminds us that discrimination, bullying and harassment come in many guises, all of which are unacceptable to the University and which have no place in a civilised working and learning environment.

It is vital therefore that we create an environment within the University in which demeaning, destructive and often unlawful behaviours can be identified early and managed effectively, and in which those victimised are provided with support and assistance as early as possible.

There are two keys ways in which we ensure that this becomes a reality. The first is by charging managers and tutors with the responsibility for ensuring that staff and students are neither harassed nor discriminated against. The second is to foster an environment in which there is no tolerance of discriminatory, bullying or harassing behaviour from any member of staff or any student.

The University has a number of harassment advisors who are able to advise staff and students around any issues of bullying and harassment. Their details along with the full policy can be accessed using the following link: www.manchester.ac.uk/staffnet/dignity

Tel: 0161 306 5857    Email: equalityanddiversity@manchester.ac.uk

A key explaining the religious symbols can be found overleaf.
<table>
<thead>
<tr>
<th></th>
<th>WEEK 48</th>
<th>WEEK 49</th>
<th>WEEK 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>MONDAY</td>
<td>3.</td>
<td>10.</td>
<td></td>
</tr>
<tr>
<td>TUESDAY</td>
<td>4.</td>
<td>11.</td>
<td></td>
</tr>
<tr>
<td>WEDNESDAY</td>
<td>5.</td>
<td>12.</td>
<td></td>
</tr>
<tr>
<td>THURSDAY</td>
<td>6.</td>
<td>13.</td>
<td></td>
</tr>
<tr>
<td>FRIDAY</td>
<td>7.</td>
<td>14.</td>
<td></td>
</tr>
<tr>
<td>SATURDAY</td>
<td>1.</td>
<td>8.</td>
<td>15.</td>
</tr>
<tr>
<td>SUNDAY</td>
<td>2.</td>
<td>9.</td>
<td>16.</td>
</tr>
</tbody>
</table>

DECEMBER 2012

**INTERNATIONAL DAY OF HUMAN RIGHTS**
10 December

**RELIGIOUS DATES:**

- **Buddhism:**
  - 8th Bodhi Day (Rohatsu)

- **Christianity:**
  - 2nd Advent Sunday
  - 24th Christmas Eve
  - 25th Christmas Day

- **Judaism:**
  - 9th-16th Chanukkah
  - 23rd Fast of Tevet

Tel: 0161 306 5857  Email: equalityanddiversity@manchester.ac.uk
International Day of Human Rights
10 December

The United Nations' Human Rights Day is observed annually on December 10 to mark the anniversary of the presentation of the Universal Declaration of Human Rights.

The Universal Declaration of Human Rights was drafted between January 1947 and December 1948. It aimed to form a basis for human rights all over the world and represented a significant change of direction from events during World War II and the continuing colonialism that was rife in the world at the time. The Universal Declaration of Human Rights is considered as the most translated document in modern history. It is available in more than 360 languages and new translations are still being added.

Human Rights Day is a time for people to reflect about the meaning, importance, and need for human rights. We are all entitled to our rights and we should respect those of everyone we come into contact with at the University.

One way to increase our understanding is by undertaking the ‘Diversity in the Workplace’ or ‘Diversity at Study’ online training module. More details can be found on the Equality & Diversity intranet pages of StaffNet and MyManchester.
Mediation & Additional Training

Mediation
Are you finding it difficult to resolve a disagreement or conflict?
Mediation may be able to help.
The service is open to both staff and students who wish to address an issue or concern they have at work or study.
The Mediation Service can:
• Offer advice to staff, students, managers and tutors on ways to approach a difficult situation.
• Provide information, training and guidance on conflict resolution skills to managers and tutors.
• Organise a meeting with one of the University’s mediators.
http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/mediation/

Training
We have a bespoke on-line training resource for both staff and students which can be completed at any time. This online module intends to support you to become familiar with equalities legislation; gain an understanding of the broader issues of equality and diversity; to know your responsibilities and rights as a member of staff or a student of the University.
The training will take approximately one hour and can be stopped and restarted back at the same point at any stage. Full details can be found using the links below:
Staff: www.staffnet.manchester.ac.uk/services/equality-and-diversity/training/
Students: www.studentnet.manchester.ac.uk/equality-and-diversity/
In 2012 there are a number of dedicated training days where you can complete the session in one sitting. These are indicated on the calendar by the ☀️ symbol. Please contact equalityanddiversity@manchester.ac.uk to reserve your space.

Training Dates: Tuesday 31 January; Thursday 3 May; Tuesday 24 July; Thursday 20 September; Monday 10 December

For more information about the mediation service or procedure please visit the equality and diversity intranet pages.

www.manchester.ac.uk/staffnet/equalityanddiversity

Alternatively you can contact the Equality and Diversity team:
Tel: 0161 306 5857
Text: 07943 600 656
Email: equalityanddiversity@manchester.ac.uk
Twitter: @eanddmcr
Religion & Belief

Christianity

Christianity is the largest religion in the UK with approximately 70% of the population stating this as their chief belief. This includes the many branches of Christianity such as Methodists, Jehovah’s Witnesses and Quakers. Although the main significant dates vary for each denomination, the main Christian Festivals are Easter and Christmas.

Buddhism

Buddhism is the fourth largest religion in the world. At the last census there were around 152,000 Buddhists in the UK. It is an atheistic religion and its extensive collection of ethical and spiritual teaching and practices are known as the Dharma. For the majority of Buddhists the most important festival is Wesak or Buddha Day – this will be celebrated on May 5 in 2012.

Hindu

Hinduism is most widely practised in India and it is the third largest religion in the UK with over half a million followers and close to 900 million worldwide. It is a ‘pluralistic’ religion and emphasises that as we are all different, the way we think and approach reality will be ultimately different. Hindus believe in the law of ‘karma’, which is the law of actions and consequences. There are a number of significant festivals for the religion throughout the year, the most individual of them is Holi where coloured powder or water is thrown to mark the arrival of spring.

Islam

With 1.4 billion followers worldwide and over 1.6m in the UK Islam is the second largest religion. Followers of this religion are Muslim’s and this translates as ‘one who submits himself to, and enters into peace with God’. Muslims live a responsible Islamic life by following Five Pillars which are interwoven into their daily lives. One of the most important months for Muslims is Ramadan – this 30 day period of fasting and prayers takes place in the 9th month of the Islamic calendar and will start on July 20th in 2012.
Judaism

There are over a quarter of a million practicing Jews in the UK making it the 5th largest religion. Jews believe they have a covenant with God and these laws and commandments are revealed in their Holy Book – the Torah. Much like other beliefs, there are different branches of Judaism all with different interpretations of the faith. As the day of rest (Shabbat) begins at sunset on each Friday this may have some impact for staff and students at the University.

Sikh

With just over 350,000 practising Sikhs in the UK, this is considered the fourth largest religion in the country. Sikhs believe in one God and they respect the equality of all people regardless of colour, creed or gender. All initiated Sikhs vow to wear five items of dress all beginning with the letter ‘K’ – they are commonly referred to as ‘the Five K’s’. The most important festival in the calendar is Vaisaki which falls on 14th April.

No belief

Approximately 15% of the UK population state they have ‘no belief or religion’. This makes it the second largest group in the country. Not having a religion or belief can come in many formats – agnosticism, anticlericalism, anti religion antitheism, atheism, freethought, ignosticism, nontheism secular humanism, and religious skepticism. Just because someone chooses not to follow a religion does not mean that their beliefs and ideals should not be taken into account.