



DIVERSITY CALENDAR 2012

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.

thinkdifferently equality and diversity

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,

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Message from the President & Vice Chancellor

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






Message from the Associate Vice President for Social Responsibility

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

	WEEK 1	WEEK 2	WEEK 3
MONDAY		2. Bank Holiday	9.
TUESDAY		3.	10.
WEDNESDAY		4.	11.
THURSDAY		5. 	12.
FRIDAY		6. 	13.
SATURDAY		7.	14. 
SUNDAY	1	8.	15.



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publication Date



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deadline Date

Student Vacation

JANUARY 2012						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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

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	WEEK 4	WEEK 5	WEEK 6
MONDAY	16. 	23.	30.
TUESDAY	17.	24.	31.  
WEDNESDAY	18.  	25. 	
THURSDAY	19.	26.	
FRIDAY	20.	27.	
SATURDAY	21.	28.	
SUNDAY	22.	29.	

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Vacation

A key explaining the religious symbols can be found overleaf.



JANUARY 2012

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1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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/

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FEBRUARY 2012

The University
of Manchester

MANCHESTER
1824

thinkdifferently equality and diversity

	WEEK 6	WEEK 7
MONDAY		6. 
TUESDAY		7. 
WEDNESDAY	1.	8.  
THURSDAY	2. 	9.
FRIDAY	3.	10.
SATURDAY	4.	11.
SUNDAY	5.	12.



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26	27	28	29			

LGBT HISTORY MONTH



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

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	WEEK 8	WEEK 9	WEEK 10
MONDAY	13.	20. ॐ	27.
TUESDAY	14. +	21. +	28.
WEDNESDAY	15. ✻ ✻ ॐ	22. +	29.
THURSDAY	16.	23.	
FRIDAY	17.	24.	
SATURDAY	18.	25.	
SUNDAY	19.	26.	



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FEBRUARY 2012						
Su	M	Tu	W	Th	F	Sa
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19	20	21	22	23	24	25
26	27	28	29			

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/

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Email: equalityanddiversity@manchester.ac.uk

	WEEK 10	WEEK 11	WEEK 12
MONDAY		5. ✱ ✚	12.
TUESDAY		6.	13.
WEDNESDAY		7. ✧	14. ✱
THURSDAY	1. ✚	8. International Women's Day ॐ ✧	15.
FRIDAY	2.	9. ✧ ॐ	16.
SATURDAY	3.	10.	17. ✚
SUNDAY	4.	11.	18. ✚



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MARCH 2012

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

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

	WEEK 12	WEEK 13
MONDAY	19.	26.
TUESDAY	20.	27.
WEDNESDAY	21.	28.
THURSDAY	22.	29.
FRIDAY	23.	30.
SATURDAY	24.	31.
SUNDAY	25.	

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MARCH 2012

Su	M	Tu	W	Th	F	Sa
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

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/>

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	WEEK 13	WEEK 14	WEEK 15
MONDAY		2. 	9. Bank Holiday
TUESDAY		3.	10.
WEDNESDAY		4.	11.
THURSDAY		5. 	12.
FRIDAY		6. Bank Holiday    	13.
SATURDAY		7. 	14. 
SUNDAY	1.  	8. 	15.



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APRIL 2012

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

EASTER



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

6th Hanuman Jayanti



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

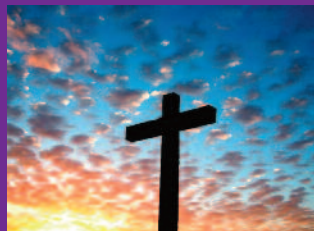


Sikhism:
14th Vaisakhi
18th Birthday of Guru Teg Bahadur
18th Birthday of Guru Angad Dev

	WEEK 16	WEEK 17	WEEK 18
MONDAY	16.	23. ✝	30.
TUESDAY	17.	24.	
WEDNESDAY	18. ✡ ☪	25.	
THURSDAY	19. ✡	26. ✡	
FRIDAY	20.	27.	
SATURDAY	21.	28.	
SUNDAY	22.	29.	

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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/

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Su	M	Tu	W	Th	F	Sa
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

	WEEK 18	WEEK 19	WEEK 20
MONDAY		7. Bank Holiday	14.
TUESDAY	1.	8. ✱	15.
WEDNESDAY	2. ☸	9.	16. ✱
THURSDAY	3. ☞	10. ✡	17. ✝
FRIDAY	4.	11.	18.
SATURDAY	5. ☸	12.	19.
SUNDAY	6.	13.	20.

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VacationTHIS MONTH IS CHAMPIONED BY
THE FACULTY OF ENGINEERING
AND PHYSICAL SCIENCESWORLD DIVERSITY
DAY - SOCIAL
RESPONSIBILITY
21 May

MAY 2012

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



RELIGIOUS DATES:

Buddhism:
5th Wesak or Buddha DayChristianity:
17th Ascension Day
27th PentecostJudaism:
10th Lag b' Omer
27th/28th ShavuotSikhism:
2nd Birthday of Guru
Arjan Dev
23rd Birthday of Guru
Amar Das

	WEEK 21	WEEK 22
MONDAY	21.	28. ✡
TUESDAY	22.	29.
WEDNESDAY	23. ☪	30.
THURSDAY	24.	31.
FRIDAY	25.	
SATURDAY	26.	
SUNDAY	27. ✝ ✡	

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MAY 2012						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
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20	21	22	23	24	25	26
27	28	29	30	31		

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

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	WEEK 22	WEEK 23
MONDAY		4. Bank Holiday
TUESDAY		5. Diamond Jubilee Holiday
WEDNESDAY		6. *
THURSDAY		7.
FRIDAY	1.	8.
SATURDAY	2.	9.
SUNDAY	3. +	10. +

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FATHER'S DAY & MEN'S HEALTH WEEK

11 - 17 June




JUNE 2012

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

RELIGIOUS DATES:

✝ Christianity
3rd Trinity Sunday
10th Corpus Christi

☎ Sikhism
16th Martydom of Guru
Argan Dev

	WEEK 24	WEEK 25	WEEK 26
MONDAY	11.	18.	25.
TUESDAY	12.	19.	26.
WEDNESDAY	13.	20.	27.
THURSDAY	14.	21.	28.
FRIDAY	15.	22.	29.
SATURDAY	16. 	23.	30.
SUNDAY	17. Fathers Day	24.	

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JUNE 2012

Su	M	Tu	W	Th	F	Sa
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

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/

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	WEEK 26	WEEK 27	WEEK 28
MONDAY		2.	9.
TUESDAY		3. 	10.
WEDNESDAY		4.	11.
THURSDAY		5. 	12.
FRIDAY		6.	13.
SATURDAY		7.	14.
SUNDAY	1.	8. 	15.

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JULY 2012

Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

STAFF NETWORK
GROUPS

RELIGIOUS DATES:

Buddhism:
3rd Asala-Dharma DayIslam:
20th Ramadam (start)Judaism:
8th Fast of Tammuz
29th Tisha B'AvSikhism:
5th Birthday of Guru
Hargobind
23rd Birthday of Guru
Har Krishen

	WEEK 29	WEEK 30	WEEK 31
MONDAY	16.	23. 	30.
TUESDAY	17.	24. 	31.
WEDNESDAY	18.	25.	
THURSDAY	19.	26.	
FRIDAY	20. 	27.	
SATURDAY	21.	28.	
SUNDAY	22.	29. 	

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JULY 2012

Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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 (WISSET).

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

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	WEEK 31	WEEK 32
MONDAY		6. †
TUESDAY		7.
WEDNESDAY	1.	8.
THURSDAY	2. ॐ	9.
FRIDAY	3.	10. ॐ
SATURDAY	4.	11.
SUNDAY	5.	12.

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VacationTHIS MONTH IS CHAMPIONED
BY THE FACULTY OF HUMANITIES

AUGUST 2012

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

THE OLYMPICS
AND PARALYMPICS

RELIGIOUS DATES:



Christianity
6th Transfiguration of
the Lord
15th Assumption of
Blessed Virgin Mary



Hinduism
2nd Raksha Branhan
10th Janmashtami-Krishna
Jayanti



Islam
19th Eid ul Fitr
(end of Ramadam)

	WEEK 33	WEEK 34	WEEK 35
MONDAY	13.	20.	27. Bank Holiday
TUESDAY	14.	21.	28.
WEDNESDAY	15. ✚	22.	29.
THURSDAY	16.	23.	30.
FRIDAY	17.	24.	31.
SATURDAY	18.	25.	
SUNDAY	19. ☾	26.	

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AUGUST 2012

Su	M	Tu	W	Th	F	Sa
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26	27	28	29	30	31	

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'

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	WEEK 35	WEEK 36	WEEK 37
MONDAY		3.	10.
TUESDAY		4.	11.
WEDNESDAY		5.	12. ✱
THURSDAY		6.	13.
FRIDAY		7.	14.
SATURDAY	1. ॐ ☯	8. ✝	15.
SUNDAY	2.	9.	16. ✡



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Vacation

SEPTEMBER 2012

Su	M	Tu	W	Th	F	Sa
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

INTERNATIONAL DAY OF PEACE

21 September



RELIGIOUS DATES:



8th Christianity:
Nativity of the
'Blessed Virgin Mary'



1st Hinduism:
Ganesh Chaturthi



Judaism:
16th-17th Rosh Hashanah
(1st day)
19th Fast of Gedalliah
26th Yom Kippur



Sikhism:
1st Installation of Guru
Granth Sahib

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	WEEK 38	WEEK 39
MONDAY	17. ✳	24. ✳
TUESDAY	18.	25.
WEDNESDAY	19. ✳	26. ✳
THURSDAY	20. 💻	27.
FRIDAY	21.	28.
SATURDAY	22.	29.
SUNDAY	23.	30.



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Welcome
Week

Student
Vacation

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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

SEPTEMBER 2012

Su	M	Tu	W	Th	F	Sa
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9	10	11	12	13	14	15
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30						

	WEEK 40	WEEK 41
MONDAY	1. ✳ ✳	8. ✳
TUESDAY	2. ✳	9. ✳ ☯
WEDNESDAY	3. ✳	10.
THURSDAY	4. ✳	11.
FRIDAY	5. ✳	12.
SATURDAY	6. ✳	13.
SUNDAY	7. ✳	14.

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OCTOBER 2012

Su	M	Tu	W	Th	F	Sa
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21	22	23	24	25	26	27
28	29	30	31			

BLACK HISTORY
MONTH

RELIGIOUS DATES:

Buddhist:
22nd PavarnaHinduism:
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 TorahSikhism:
9th Birthday of Guru
Ram Das

	WEEK 42	WEEK 43	WEEK 44
MONDAY	15.	22. 	29.
TUESDAY	16. 	23.	30.
WEDNESDAY	17. 	24.  	31. Halloween
THURSDAY	18.	25. 	
FRIDAY	19.	26. 	
SATURDAY	20.	27. 	
SUNDAY	21.	28. 	

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A key explaining the religious symbols can be found overleaf.



OCTOBER 2012

Su	M	Tu	W	Th	F	Sa
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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 Fadima Zubairu, Anita Bashnab, Qaisra Shahrzad 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

	WEEK 44	WEEK 45
MONDAY		5. ✱
TUESDAY		6.
WEDNESDAY		7.
THURSDAY	1. ✚	8.
FRIDAY	2. ✚	9.
SATURDAY	3.	10.
SUNDAY	4.	11.



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THIS MONTH IS CHAMPIONED BY
THE FACULTY OF MEDICAL AND
HUMAN SCIENCES

NOVEMBER 2012

Su	M	Tu	W	Th	F	Sa
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BULLYING AND HARASSMENT



RELIGIOUS DATES:



Christianity
1st All Saints Day
2nd All Souls Day
30th St Andrews Day



Hinduism
13th Diwali



Islam
15th Al-Hijira
(Islamic New Year)
24th Ashura



Sikhism
13th Diwali/Bandi Chhor
Divas
24th Martyrdom of
Guru Teg Bahadur
28th Birthday of Guru Nanak

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	WEEK 46	WEEK 47	WEEK 48
MONDAY	12.	19.	26.
TUESDAY	13. ॐ ☯	20.	27.
WEDNESDAY	14. ✽	21.	28. ☯
THURSDAY	15. ☯	22.	29.
FRIDAY	16.	23.	30. ✝
SATURDAY	17.	24. ☯ ☯	
SUNDAY	18.	25.	



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A key explaining the religious symbols can be found overleaf.



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 key 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

NOVEMBER 2012

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	WEEK 48	WEEK 49	WEEK 50
MONDAY		3. ✱	10. 📅 ✳
TUESDAY		4.	11. ✳
WEDNESDAY		5.	12. ✳
THURSDAY		6.	13. ✳
FRIDAY		7.	14. ✳
SATURDAY	1.	8. ✳	15. ✳
SUNDAY	2. ✝	9. ✳	16. ✳



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THIS MONTH IS CHAMPIONED
BY THE FACULTY OF LIFE SCIENCES

INTERNATIONAL DAY OF HUMAN RIGHTS

10 December



DECEMBER 2012

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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

	WEEK 51	WEEK 52	WEEK 53
MONDAY	17.	24. ✚	31.
TUESDAY	18.	25. Bank Holiday ✚	
WEDNESDAY	19.	26. Bank Holiday	
THURSDAY	20.	27.	
FRIDAY	21.	28.	
SATURDAY	22.	29.	
SUNDAY	23. ✚	30.	

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DECEMBER 2012

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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.

Tel: 0161 306 5857

Email: equalityanddiversity@manchester.ac.uk

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

thinkdifferently equality and diversity

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, apatheism, 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.

The Equality and Diversity Team,

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www.manchester.ac.uk/staffnet/equalityanddiversity