*LGBTQIA+ students/staff support:*

* [LBGT+ Staff Network](https://www.lancaster.ac.uk/edi/staff-networks/#lgbt-staff-network-552111-1) and affiliated [LGBTQIA+ Allies Network](https://www.lancaster.ac.uk/edi/inclusive-lancaster/#lgbtqia-allies-network-457727-7): Both networks meet on a bi-monthly basis and work closely together to champion LGBT+ Inclusion initiatives.
* [Safe Home Base Initiative](https://www.lancaster.ac.uk/edi/inclusive-lancaster/safe-home-base/), training programme for staff to act as safe person for LGBT+ staff/students to go to
* Optional [eLearning modules for all staff including](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/): [Allyship](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/#allyship-555734-1), [Bullying & Harassment](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/#bullying-and-harassment-555734-2), [Gender Equality at Work](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/#gender-equality-at-work-555734-4), [LGBTQ+](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/#lgbtq-555734-5), [Sexual Harassment in HE](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/#sexual-harassment-in-he-555734-8) and [Unconscious Bias](https://www.lancaster.ac.uk/edi/inclusive-lancaster/edi-elearning/#unconscious-bias-555734-9)
* Related LGBTQ+ policies include: [Trans+ Equality Policy](https://www.lancaster.ac.uk/media/lancaster-university/content-assets/documents/edi/TransEqualityPolicy-version1-0_June2020.docx), [Guidance](https://www.lancaster.ac.uk/media/lancaster-university/content-assets/documents/edi/TransEqualityGuidance-version2-0_July2020%282%29.docx) and [FAQ](https://www.lancaster.ac.uk/media/lancaster-university/content-assets/documents/edi/LUTransPolicy-FrequentlyAskedQuestions.pdf) (currently in annual review); [gender inclusive Menopause Guidance](https://livelancsac.sharepoint.com/%3Ab%3A/s/Grp-HRWebdocuments/ESs_UzwwMcNGgcRkzC_JlPEBQJsgGL-3vjdt6NKGGKGGxg?e=TCDt0C&xsdata=MDV8MDF8fDViODI2ZWI5ODNiNjQyOGIwY2ZjMDhkYjdlMzk0MTVkfDljOWJjZDExOTc3YTRlOWNhOWEwYmM3MzQwOTAxNjRhfDB8MHw2MzgyNDI1NTY1Nzc5MTAwMTJ8VW5rbm93bnxWR1ZoYlhOVFpXTjFjbWwwZVZObGNuWnBZMlY4ZXlKV0lqb2lNQzR3TGpBd01EQWlMQ0pRSWpvaVYybHVNeklpTENKQlRpSTZJazkwYUdWeUlpd2lWMVFpT2pFeGZRPT18MXxMMk5vWVhSekx6RTVPalF5TXpnek9EbGlMVFEwT1dRdE5HTXlNaTFoTm1VMUxUYzBOVGc1WkRrd1pUVTBNMTgwWXpnMFlqbGpOQzFsWTJVMUxUUXdNREF0WWpVell5MDNOR1U1WldRNU1XUTRNek5BZFc1eExtZGliQzV6Y0dGalpYTXZiV1Z6YzJGblpYTXZNVFk0T0RZMU9EZzFOell3TlE9PXxlZWJhYzUyNzZkMzM0NWIxYWFiNjA4ZGI3ZTM5NDE1YXw2ZDJmYTExN2MyODA0ZGIyYjE1ZjkwMWMxOTJkYjQ3MA%3D%3D&sdata=c2xQV0taelNzRmV3bUYwVXZLU2ptbEZUc1hrNDRKRzZWSmlIVHlLVnBRRT0%3D&ovuser=9c9bcd11-977a-4e9c-a9a0-bc734090164a%2Cbookerm%40lancaster.ac.uk)
* 222 Gender Neutral Facilities across campus, also available to filter/search on [our campus MazeMaps](https://use.mazemap.com/#v=1&config=lancaster&zlevel=1&center=-2.787871,54.009734&zoom=14.4&campusid=341&typepois=35801)
* LGBTQ celebration/commemoration dates via our annual [EDI calendar of Events](https://www.lancaster.ac.uk/edi/engagement/edi-calendar-23-24/)
* Lancaster University LGBTQ Pride lanyards, pronoun badges and LGBTQ+ allyship badges are provided for LGBTQ+ staff and students, please contact edi@lancaster.ac.uk to find out more
* The [Anti-Harassment and Bullying Team](https://www.lancaster.ac.uk/edi/inclusive-lancaster/anti-harassment-and-bullying-team/) will soon be re-launched with the aim of early prevention of harassment and bullying at Lancaster University: ahbt@lancaster.ac.uk
* [Bullying, Harassment and Sexual Misconduct Policy - Staff Procedure](https://livelancsac.sharepoint.com/%3Ab%3A/s/Grp-HRWebdocuments/Edigq7hgE8xFuLsLto95JdQBwYmwVe5KEGCEv9QvYa4P4g?e=WHhOIN&xsdata=MDV8MDF8fDViODI2ZWI5ODNiNjQyOGIwY2ZjMDhkYjdlMzk0MTVkfDljOWJjZDExOTc3YTRlOWNhOWEwYmM3MzQwOTAxNjRhfDB8MHw2MzgyNDI1NTY1Nzc5MTAwMTJ8VW5rbm93bnxWR1ZoYlhOVFpXTjFjbWwwZVZObGNuWnBZMlY4ZXlKV0lqb2lNQzR3TGpBd01EQWlMQ0pRSWpvaVYybHVNeklpTENKQlRpSTZJazkwYUdWeUlpd2lWMVFpT2pFeGZRPT18MXxMMk5vWVhSekx6RTVPalF5TXpnek9EbGlMVFEwT1dRdE5HTXlNaTFoTm1VMUxUYzBOVGc1WkRrd1pUVTBNMTgwWXpnMFlqbGpOQzFsWTJVMUxUUXdNREF0WWpVell5MDNOR1U1WldRNU1XUTRNek5BZFc1eExtZGliQzV6Y0dGalpYTXZiV1Z6YzJGblpYTXZNVFk0T0RZMU9EZzFOell3TlE9PXxlZWJhYzUyNzZkMzM0NWIxYWFiNjA4ZGI3ZTM5NDE1YXw2ZDJmYTExN2MyODA0ZGIyYjE1ZjkwMWMxOTJkYjQ3MA%3D%3D&sdata=UFFTbDYxdSszTjUvQnVkbmgyMFJLaTZ6VFJraFhjU0tNN08zMkoza000VT0%3D&ovuser=9c9bcd11-977a-4e9c-a9a0-bc734090164a%2Cbookerm%40lancaster.ac.uk)
* [Wellbeing pages for staff](https://www.lancaster.ac.uk/staff-wellbeing/): access to a range of professional support through the [Employee Assistance Programme](https://www.lancaster.ac.uk/staff-wellbeing/be-aware/eap/#d.en.440840), providing training through the [Mental Health Awareness eLearning programme](https://development.lancaster.ac.uk/mod/scorm/view.php?id=1174), and the [Five Ways to Wellbeing](https://www.gov.uk/government/publications/five-ways-to-mental-wellbeing).

*Student-specific:*

* [Hate crime reporting system](https://portal.lancaster.ac.uk/ask/wellbeing/mental/hate-crime/) and support team
* In partnership with the local police constabulary and Lancashire Victim Services, [Lancaster University Students' Union is an official Third Party Hate Crime Reporting Centre.](https://lancastersu.co.uk/hate-crime)
* [Support for lesbian, gay, bisexual, trans and queer (LGBTQ+) students](https://portal.lancaster.ac.uk/ask/wellbeing/support/lgbtq-students/): including LGBTQ student forum and students’ Union LGBTQ officer(s)
* Our [Dignity in Student Life](https://www.lancaster.ac.uk/media/lancaster-university/content-assets/documents/strategic-planning--governance/publication-scheme/5-our-policies-and-procedures/Dignity-in-Student-Life-Policy.pdf) and [Sexual Misconduct](https://www.lancaster.ac.uk/media/lancaster-university/content-assets/documents/strategic-planning--governance/publication-scheme/5-our-policies-and-procedures/Student-Sexual-Misconduct-Policy.pdf) policies aim to assist in the promotion of an inclusive and constructive environment on campus, as well as in external relationships connected with the University, in which bullying, harassment, hate incidents, violence and sexual misconduct are recognised as unacceptable.
* [Bystander Intervention short online course](https://portal.lancaster.ac.uk/ask/wellbeing/friends/bystander-intervention/) available for all students
* [Bullying, harassment, discrimination and sexual misconduct support webpages - Students](https://portal.lancaster.ac.uk/intranet/services/student-support/bullying-harassment-discrimination-and-sexual-misconduct/bullying-harassment-discrimination-and-sexual-misconduct/)
* [Wellbeing resources for students](https://portal.lancaster.ac.uk/ask/wellbeing/): guidance on self-care, looking out for your friends and accessing wellbeing support at Lancaster, including specialist and crisis support.