

# CITY & HACKNEY MIND EQUAL OPPORTUNITIES POLICY

## Statement of Policy

- City & Hackney Mind accepts that in society, certain groups and individuals suffer discrimination. We are positively committed to opposing discrimination against people on the grounds of race, colour, religion, gender, class, age, disability, marital status, sexual orientation, their trade union activities, because they have dependents, because they have been or are in contact with mental health services, or if they are HIV+.
- We welcome the enrichment and cultural diversity that follows as a natural consequence of this policy.
- We acknowledge that we have a duty – both morally and legally – to ensure that we are not unfairly discriminatory in our employment or management practices or in the services and projects we provide for people in mental distress.
- We recognise that written policies will not in themselves provide equality of opportunity and that specific and positive programmes of action are needed.
- This policy applies to all employees, volunteers, service users and board members.
- Discrimination by employees on any of the above grounds will result in disciplinary action.
- Discrimination by volunteers or board and sub-committee members will result in any agreements being terminated.
- Discrimination by service users will be treated seriously and may result in the removal of services.