

Our Free Minds

Equal Employment Opportunity Commission Statement

At Our Free Minds we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community. We are committed to creating a community where equality and diversity are fundamental priorities.

Under the Equality Act 2010, it is unlawful to discriminate against someone in the workplace by reason of any one of nine protected characteristics. Our Free Minds is committed to ensuring that these legal requirements are met consistently throughout the organisation.

These nine protected characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex, and
- Sexual orientation.

Under the 2010 Act, unlawful discrimination can take place in the following different forms:

- **Direct discrimination:** when someone is treated less favourably than others because they possess a protected characteristic, or because they are perceived to have, or they are associated with someone who has, a protected characteristic.
- **Indirect discrimination:** when there is a policy, rule or procedure in place at work that applies equally to everyone, but puts someone who possesses a protected characteristic at an unfair disadvantage when compared with others.
- **Harassment:** when someone's dignity is being violated at work through unwanted conduct linked to a protected characteristic, or where this conduct creates an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Victimisation:** when someone is being treated unfairly at work because they have complained about, or supported a complaint in relation to, discrimination or harassment.

We also respect our duty to make reasonable adjustments for disabled employees. .

Disciplinary sanctions

All members of staff are expected to respect and act in accordance with the law and this policy, and any discriminatory behaviour could result in action being taken against them.

Reporting discriminatory behaviour

In the event of witnessing or experiencing any discriminatory behaviour, lodge a formal complaint using our complaints procedures.

The individual with overall responsibility for such matters is:

Guy Asherson Taylor

You may also report any grievance to our Board of Trustees via the Secretary:

Sze Wai Wong.

This policy was adopted by: Our Free Minds	Last reviewed and signed by:
Date of last review: 23.08.2023 To be reviewed: 30.08.2026	<ul style="list-style-type: none">- Katie Kotting, Chair of the Board of Trustees- Clea Sambrook, Trustee for Safeguarding- Sze Wai Wong, Trustee