



Equal Opportunities Policy

Statement

H2H believes that the diversity of its community is an essential part of its values and enriches its existence. H2H is committed to a policy of equality of opportunity and aims to provide a working, learning and social environment that is free from unfair discrimination. It aims to ensure that everyone associated with H2H is treated with dignity, respect and equity, regardless of gender, race, nationality, ethnic identity or national origin, socio – economic status or role within H2H, religious or political beliefs, disability, age, marital status, family circumstance, or sexual orientation. In addition, H2H will comply with current and future legislation and aims to promote good practice in all aspects of the organisation.

Responsibility

The Core Group has adopted this equal opportunities policy, and takes constitutional responsibility for monitoring its implementation and reviewing its effectiveness. Codes of practice, equal opportunities policies will continue to be developed and improved in order to promote good practice in all aspects of the work of H2H.

The organisation aims to provide an environment where harassment is unacceptable and provides access to Counsellors to support and advise those who feel they are or have been subjected to harassment. All H2H members are made aware that discrimination can occur by action or omission, orally or in writing, by gesture or innuendo.

Complaints

Anyone who believes that they have not been treated equitably in accordance with the Equal Opportunities Policy may complain, either informally or formally. As equality of opportunity permeates through all aspects of H2H work there is no separate equal opportunities complaints procedure, but formal complaints may be made through the appropriate procedures relevant to the circumstances. Any complainant will not be



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victimised for doing so and severe penalties will be imposed on those who do victimise those complaining of discrimination including ejection from H2H. An individual who makes a complaint does not prejudice any statutory rights to complain to the courts or an employment tribunal or seek advice from the Commission for Racial Equality, the Disability Rights Commission, the Equal Opportunities Commission or any other appropriate body.

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Revisions	
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