

**SURVIVORS TOGETHER
EQUAL OPPORTUNITIES
PRACTICE AND PROCEDURES**



Introduction

Survivors Together takes equal opportunities seriously, and is aware that many of our members will have experienced being marginalised. We are aware that equal opportunities is an ongoing and dynamic process, requiring regular evaluation and reflection to consider whether the organisation is functioning with equal opportunities.

Principles

Survivors Together's facilities can be accessed by wheelchairs and there are easily opened fire doors.

Where interpretation or translation is required by a client, Survivors Together staff and volunteers will endeavour to make appropriate arrangements.

All activities and facilities of Survivors Together are available and open to all, regardless of religious faith.

Survivors Together will liaise with supporting agencies as appropriate to enable a client with learning difficulties to access facilities and services.

All our services are free, recognising that many requiring our services are from low income groups.

Discriminatory acts and language will be challenged.

Survivors Together recognises the differences of attitude and culture, and the possibility of the misinterpretation of social signals. We recognise the need to protect from victimisation and discrimination, thus all matters will be dealt with in the utmost confidence.

It is a fundamental principle of our policies that all people are equally valued regardless of their gender, age, disabilities, race, ethnic origin, language, religion or sexual orientation.

As with other Survivors Together policies, this policy will be annually reviewed.

March 2023