

Sequela Foundation - Equality and Diversity Policy

1. Aims

The Sequela Foundation is committed to treating all people equally and with respect.

We aim to create a safe and welcoming atmosphere for everyone – our members, their carers, our exercise professionals and our volunteers – regardless of their background.

People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, disability, religion, marital status or age. At all times people's feelings will be valued and respected.

No one will be harassed, abused or intimidated on the ground of their race, nationality, sex, sexual orientation, disability, religion, marital status or age. Incidents of harassment will be taken seriously.

2. Dealing with Complaints

If anyone feels they have been discriminated against or harassed by someone else from the Sequela Foundation, they should raise this with the Trustees.

The Trustees take complaints of this nature very seriously and will investigate them thoroughly. They will provide opportunities for the person making the complaint to speak in a safe environment about their experience.

If the complaint is against a particular individual, the Trustees will hear their point of view.

The Trustees will decide the action to be taken based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.

Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.

This policy was adopted by the Trustees on October 24th, 2022, and will be reviewed every 2 years.

Signed: *Anke Heley* (Chair)

Date: 24-10-2022