

## Equality, Diversity and Human Rights Policy

The Equality Act 2010 legally protects people from discrimination. This policy sets down our approach to equality, discrimination, diversity and human rights as it applies to all those who are part of a Simplyhealth Professionals' event or course.

### Policy statement

We recognise that discrimination on the grounds of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation is harmful and in many cases may be illegal. We want all those who attend our events and/or courses to be in an environment which is respectful and accepts individual differences; free from discrimination, harassment and victimisation and is a safe and enjoyable learning experience.

### Who this policy applies to

Through this policy, through training and by example, we wish to demonstrate that we do not tolerate discrimination by anyone working at or attending an event or course. This applies to our dealings with and between colleagues; with and between delegates and with and between venue staff and suppliers. All of these groups will be expected to adhere to this policy. This policy also extends to cover behaviour in any communications before, during or post the event or course.

### Definitions

Associative discrimination is treating a person less favourably on the basis of a protected characteristic of someone else with whom they are connected.

Direct discrimination is treating a person less favourably on the grounds of a protected characteristic.

Disability discrimination is where a person is treated less favourably because of disability. Occasionally a disability can limit a person's capability for some forms of activity. Discrimination occurs when the treatment of the individual is unfavourable taking into account the disability and any reasonable modifications that can be made to accommodate the disability.

Harassment is a form of discrimination where a person engages in unwanted conduct related to a relevant protected characteristic and the conduct has the purpose or effect violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. It may involve acts, behaviour, comments or physical contact, which are found objectionable, offensive or intimidating by the recipient or a witness.

In deciding whether conduct amounts to harassment each of the following must be taken into account:

- The circumstances of the conduct
- The perception of the recipient or witness
- Whether it is reasonable for the conduct to have that effect

Indirect discrimination is applying a provision, criterion or practice equally to all but which would put a person of a protected characteristic group at a greater disadvantage when compared with others.

Perceptive discrimination is treating a person less favourably on the basis that they are perceived to possess a protected characteristic.

Victimisation is when someone is treated less favourably than others because, they have brought or threatened to make a complaint, bring proceedings, or give evidence or information against someone, under the Equality Act 2010. These provisions do not apply if the original allegation was false or was not made in good faith.

### **Our commitment**

To create a training environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all delegates and staff are recognised and valued.

We promise to take into account any disability and make any reasonable modifications that can be made to accommodate the disability.

We promise to take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, clients, suppliers and any others before, during or after an event or course.

We will take disciplinary action in accordance with Simplyhealth Professionals' disciplinary procedure against any Simplyhealth Professionals' employee who breaches this policy. We will actively challenge and tackle all forms of prejudice, discrimination and stereotypical attitudes within the training setting.

All attendees should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination. Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

### **What you should do if you feel that you are subject of discrimination or harassment during one of our events or courses**

Please alert a Simplyhealth member of staff who will discuss the matter and agree on a course of action with you. Where necessary we will seek legal advice.