



## Equal Opportunities Policy

*Living with Aphasia* is opposed to all forms of discrimination and believes it is unacceptable for anyone to be discriminated against because of their race, religion, disability, gender, sexuality, economic status, marital status, age, or political belief. We are committed to equality of opportunity for all members and volunteers and believe that all people who come into contact with us should be treated with respect and dignity.

We will ensure that all of our meetings and activities are accessible to all regardless of their physical or communication disability.

We will make every effort to ensure that all people affected by stroke are aware of our group and are able to access information about how to join.

We will ensure that our members are aware of our policies and procedures in relation to Equal Opportunities.

We will make every effort to ensure that members get the information and support they need for their life after stroke.

### **Accessibility**

*Living with Aphasia* will hold its meetings in a fully accessible venue, which has been risk assessed and agreed by the trustees to be suitable for all.

### **Advertising and promotion**

The group will be advertised in the local community as much as is feasible. This will include social media promotion on Facebook as well as posters in the relevant community facilities and in the relevant stroke wards or services.

Local signposting agencies, such as social services and Citizens Advice Bureau, will be informed of the group and how it can be accessed.

Further information about the group will be available by phone, and email.

### **Code of conduct**

*Living with Aphasia* believes that all people should be treated with respect and dignity, with the views and feelings of individual's valued and respected.

Language or humour that people find offensive will not be used or accepted.

Bullying, harassment or intimidation is not acceptable, and any incidents will be taken seriously.



### **Monitoring and Review**

The Trustees will review the operation of this policy every two years. The chair of the trustees has the responsibility to ensure that this is completed.

Our equal opportunities policy was last updated on 25.10.20.