



## **EQUALITY AND DIVERSITY**

HARCSAC is committed to equality of opportunity for all staff, clients, potential clients and others directly or indirectly affected by the work of the organization.

HARCSAC was formed as a single sex service to provide a support to women over the age of 18 who reside within the county of Hertfordshire who have experienced any form of sexual abuse at any time in their lives. Separate documents exist to detail our policies on male callers and transgender issues. The provision of such a single sex service is lawful under the Gender Equality Duty (2007).

HARCSAC is run for women by women and, therefore, reserves the right to only recruit women. This is legal under the Sexual Discrimination Act 1975 Section 7(ii) (4e) amended in 1986 and 2008 and incorporated in the Equality Act 2010.

### **ANTI-DISCRIMINATION STATEMENT**

We believe and assert that all women have the right to be treated with equal dignity, respect, consideration and without prejudice and to be given equal access to the service without regard to race, religion, religious beliefs, nationality, ethnic origin, colour, culture, creed, languages spoken, mental or physical disability, sexuality, age or social history, or membership of any other marginalised groups.

We will not tolerate any form of discriminatory behaviour by any person representing or using the service. We will take all external and internal complaints seriously and we will ensure that our procedures allow open, constructive and healthy challenge both from within as well as from outside.

Any client or member of HARCSAC who wishes to make a complaint about equality/diversity should refer first to the Complaints Policy and Procedure.