

Anti-Discrimination Policy

Purpose: The purpose of this policy is to affirm ReturnMK's commitment to promoting equality, diversity, and inclusion and to outline procedures for preventing and addressing discrimination, harassment, and victimisation within our organisation.

Policy Statement: ReturnMK is dedicated to creating an inclusive and supportive environment where all individuals are treated with dignity and respect, regardless of their race, ethnicity, nationality, gender, sexual orientation, age, disability, religion, or any other characteristic protected by law. Discrimination, harassment, and victimisation of any kind will not be tolerated.

Prevention of Discrimination: ReturnMK will take proactive measures to prevent discrimination, harassment, and victimisation, including:

1. Providing equality and diversity training to all staff and volunteers to raise awareness of discrimination and its impact.
2. Ensuring that all policies, procedures, and practices are fair, transparent, and inclusive.
3. Promoting a culture of respect and tolerance within the organisation through regular communication and awareness-raising initiatives.
4. Taking appropriate action against any individuals found to be engaging in discriminatory behaviour, in accordance with our disciplinary procedures.

Procedure for Addressing Discrimination:

1. **Reporting Discriminatory Incidents:** Any individual who believes they have experienced discrimination, harassment, or victimisation, or who has witnessed such behaviour, should report it promptly to a designated member of staff or volunteer.
2. **Confidentiality:** All reports of discrimination will be handled confidentially and sensitively, with due respect for the privacy of all parties involved.
3. **Investigation:** ReturnMK will conduct a thorough and impartial investigation into any reports of discrimination, harassment, or victimisation, in accordance with our grievance procedures.
4. **Support and Remedial Action:** Individuals who have experienced discrimination will be provided with appropriate support and assistance. Where discrimination is found to have occurred, remedial action will be taken to address the issue and prevent recurrence.
5. **Monitoring and Review:** ReturnMK will monitor and review its anti-discrimination policies and procedures regularly to ensure their effectiveness and compliance with relevant legislation.

Conclusion: ReturnMK is committed to promoting equality, diversity, and inclusion and to fostering a culture of respect and tolerance within our organisation. This policy reflects our dedication to creating a safe and welcoming environment for all individuals, free from discrimination and harassment of any kind.

We request that all staff, volunteers, members, and visitors adhere to this policy, a copy of which will be made available upon request.

Approved by the Management Committee

Jason Lawrence

Signed: 

Trustee for  ReturnMK

Policy Updated on 3rd January 2025