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| |  | | --- | | Mental health and respect | | Everyone has the right to mental health support and to be treated with respect.  We know that discrimination including bullying, harassment, and other ways of making people feel unwelcome and unsafe, negatively impacts people’s mental health.  This leaflet explains your rights and what we’re doing to challenge discrimination at Oxfordshire Mind. It was written with the guidance of people who access and advise our organisation, and for this we’re truly grateful. | |  |  | Share your feedback  |  | | --- | |  | |  | | [Company Name] | |  |  | |  | | --- | | Your right to equality | | Everyone has the right to mental health support and to be treated with respect. | |  | |  | |

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| |  | | --- | | What does the law say? The Equality Act (2010) legally protects people from discrimination (treating people differently based on a particular aspect of their identity). It is illegal to discriminate against someone based on their age, disability, gender reassignment, race, religion or belief, sexual orientation, marital or civil partnership status, or their pregnancy or maternity status.  We follow the law and recognise that discrimination exists in other areas too. We’re proud to support people experiencing socio-economic inequalities and to be a gender inclusive organisation.  We | | Anti-discrimination in action **Some ways we’re tackling discrimination include:**   * being open to challenge so we can continue to improve * learning from people experiencing discrimination and expert educators * building meaningful relationships with communities experiencing discrimination * creating safe spaces for people to talk about discrimination and its impact on their mental health and giving support * working with mental health sector organisations to tackle institutional discrimination, making better mental health services for everyone | |  |  | Oxfordshire Mind welcomes **you**  |  | | --- | | Whatever your **physical and mental health**, your **abilities and disabilities**, you are welcome here.  Whatever your **ethnicity**, you are welcome here.  Whatever your **sexuality**, you are welcome here.  Whatever your **gender**, you are welcome here.  Whatever your **nationality**, you are welcome here.  Whatever your **economic situation**, you are welcome here.  Whatever your **religion or belief**, you are welcome here.  We welcome **you** as you are. | |  | |  | |  |  | |  | | --- | | How can we challenge discrimination? We have different thoughts, beliefs, and feelings about things, it’s how we behave that matters!  If you see or hear something that you think is hurtful, disrespectful, or discriminatory in any way, please tell a member of Oxfordshire Mind staff as soon as you can.  If you can’t talk to a member of staff at the time, please contact us: [edie@oxfordshiremind.org.uk](mailto:edie@oxfordshiremind.org.uk)  We take every concern raised seriously and will reply to you, letting you know what we’ll do next in a timely way.  Keep letting us know how we can help to make you feel safe and supported at Oxfordshire Mind. Your voice is important to us! | |  | | Read our full policy on our website:  <https://www.oxfordshiremind.org.uk/app/uploads/2023/02/EDIE-policy-February-2023.pdf> | |