

# **EQUAL OPPORTUNITIES POLICY**

## **POLICY STATEMENT**

The National Autistic Society (NAS) believes that in every area of its activity and influence it should ensure equal opportunities for all. In pursuing its aims, the NAS will be active in promoting fair treatment and equality of opportunity for all individuals regardless of age, disability, ethnic background, family status, gender, race, religion, sexual orientation or social status.

## **RIGHTS AND RESPONSIBILITIES**

The NAS recognises and respects the rights and responsibilities of the individual granted to all people under the laws of Great Britain and Northern Ireland, the European Economic Community (EEC) and as enshrined under the United Nations Declaration of Human Rights, and will apply these in all of its activities.

## **APPEAL**

There are Appeal Procedures open to any individual or group who feels that their rights have been infringed, (See Appendix 1).

Further copies of the Appeal Procedures are available on request through your point of access to the NAS, (ie, employer, service provider etc.).

## **MONITORING**

The NAS recognises that the achievement of Equal Opportunities is a dynamic process. To ensure the effectiveness of this policy, the NAS will operate systems to monitor its implementation and review content and outcomes.

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### SPECIFIC STATEMENTS

#### **1 BUILDINGS AND ACCESS FOR PEOPLE WITH DISABILITIES**

General:

In order To allow access for people with disabilities, the NAS will seek to ensure that in all its future developments the buildings provide suitable access and facilities. For certain types of new buildings part M of Schedule 1 of the Buildings Regulations 1985 lays out minimum requirements. The NAS will adopt these guidelines as a basis for such future developments.

Residential Services:

Where buildings are intended for use exclusively as "home" to people with autism, each home will need to be assessed with regard to adaption to accommodate individual needs.

#### **2 DOCUMENTS/LANGUAGE/TERMINOLOGY**

The NAS will avoid language and Images which discriminate against people on account of age, disability, ethnic background, family status, gender, race, religion, sexual orientation, or social status.