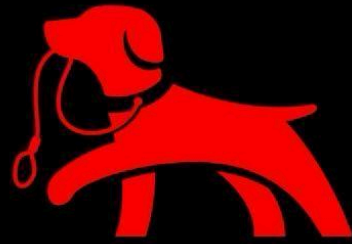


Canine Allies CIC

Assistance Dogs

www.canineallies.co.uk | info@canineallies.co.uk



Diversity, Equity and Inclusion Policy

1. Our Commitment

Canine Allies CIC is committed to creating and maintaining an inclusive environment that values diversity, promotes equity, and fosters a sense of belonging for all individuals, including clients, volunteers, staff, and members.

We recognise that diversity encompasses a wide range of characteristics, including but not limited to:

- Age
- Disability
- Ethnicity
- Gender identity and expression
- National origin
- Race
- Religion or belief
- Sexual orientation
- Socioeconomic background

We firmly believe that a diverse and inclusive environment strengthens our organisation and enhances our ability to provide effective support to individuals with their assistance dogs.

2. Principles

Diversity: We value and celebrate the unique perspectives and experiences of all individuals.

Equity: We strive to ensure fair and impartial treatment, recognising that individuals may have different needs and require tailored support.

Inclusion: We are committed to creating a welcoming and accessible environment where everyone feels respected, valued, and able to participate fully.

3. Policy Statements

Non-Discrimination: Canine Allies CIC prohibits discrimination and harassment of any kind, based on any protected characteristic. Individuals found in breach of this will be subject to removal from the organisation.

Accessibility: We are committed to providing accessible services and accommodations to meet the diverse needs of our clients and participants. This includes, but is not limited to, physical accessibility, communication accessibility, and program accessibility. Any and all reasonable accommodations will be considered to make this organisation as inclusive and accessible as possible.

Respectful Communication: We promote respectful and inclusive communication in all interactions, both internal and external. Our chats are monitored by staff for any issues, and these are raised and dealt with on an individual basis.

Training and Education: We will provide ongoing training and education to our staff and volunteers on DEI principles and best practices. We are also part of the government backed Disability Confident Employer scheme.

Client and participant inclusion: We will ensure that this policy is upheld during all interactions with clients and those participating in any of our programmes or training schedules.

Feedback and Accountability: We encourage feedback from our members, staff, and volunteers on our DEI efforts and are committed to holding ourselves accountable for our progress.

4. Implementation and Responsibilities

The directorate team of Canine Allies CIC is responsible for implementing and monitoring this policy.

All staff and members are responsible for upholding the principles of this policy in their interactions with clients, colleagues, and the public.

We will regularly review and update this policy to ensure its effectiveness and relevance.

5. Reporting and Complaint Procedures:

Any individual who believes they have experienced discrimination or harassment is encouraged to report it to complaints@canineallies.co.uk

We will investigate all complaints promptly and thoroughly, and take appropriate action.

Whilst this is rare, complaints made with malicious intent will not be tolerated, and may impact your ability to interact with the organisation.