

## **Disability & Long-Term Conditions Staff Network Anti-Discrimination Stance**

We want to make clear that, as an NHS organisation, we will not tolerate discrimination, victimisation, or harassment based on disability.

Our Trust, supported by our Disability & Long-Term Conditions Staff Network, is committed to taking steps to make sure that we:

- Treat all our colleagues, regardless of their disability, in a kind and non-discriminatory way.
- Support colleagues with disabilities or long-term conditions, recognising that some people need adjustments in their roles, workplace or working hours.
- Support colleagues who are carers for people with a disability or long-term condition.
- Help all our colleagues to be more aware of disabilities and long-term conditions and how to support people.
- Treat any issues of bullying and harassment concerning disability seriously, in line with organisational policies.

It's essential that we feel able to bring our authentic selves to the workplace. For some people with disabilities, that can be harder than others due to fear of the stigma of being judged or treated differently. You must be respected, included, and treated fairly so you are confident enough to be yourself at work and develop your skills as part of a great team.

To view our Anti-Racism Statement and find ways to report this behaviour, please visit our Anti-Racism page: [Anti-racism & Reporting](#)



***Disability & Long-term Conditions Staff Network - Celebration of Day of the Deaf 2022***