FOWLER'S
SYNDROME UK

Diversity and Inclusion statement

Disparities in healthcare are very real. Many face barriers to diagnosis and care, which impacts quality of life. Fowler's Syndrome UK ("FSUK") is committed to dismantling inequality and inequity as we continue to strive in our mission to give hope to and improve the lives of people affected by Fowler's Syndrome. We recognize our community's experiences of inequality and desire to use our platforms to highlight these historically underrepresented narratives.

Representation: FSUK's goal is to amplify community voices. We are committed to have a national outreach, supporting members from all cultures. Our community is composed of individuals with different cultures, ethnicities, gender identities, disabilities, neurodiversities, religions, sizes, ages, sexual orientations, and more. We strive to be able to accurately represent this diversity through our education, awareness campaigns, advocacy, community-building, and care initiatives. As such, this statement applies to all employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers.

Equal Employment Opportunity: FSUK is an equal opportunities employer. We embrace and encourage our employees' differences in race, nationality, ethnicity, gender, marital or civil partner status, caring responsibilities, disability, gender identity, age, social class, sexual orientation or religion/belief. Employment decisions are based on merit, economic feasibility, and business needs, against objective criteria that avoid discrimination. To learn more, please visit our Hiring policy.

Diversity and Inclusion Training: Our staff will be given regular training on recognising and avoiding discrimination, harassment, and victimisation, and on promoting equality of opportunity and diversity. [POSITION] has overall responsibility for equality training, for staff and managers as appropriate.

Discrimination: FSUK is committed to preventing discrimination and harassment. Our staff must not unlawfully discriminate against or harass other people, including current and former staff, job applicants, and any other individuals they come into contact with through FSUK. Communication: Our staff strive to listen to the community to better understand needs, stigma, and barriers to care. We invite community feedback through surveys and polls. We also seek community engagement which allows individuals to share their personal experiences, needs, and feedback to FSUK. To share your thoughts or ask questions related to diversity and inclusion, contact hello@fowlersyndrome.co.uk. We also have a Feedback and Third Party Complaint Policy that can be reviewed for more information.

Affirmative Action: As a charity, we strive to create policies and practices that are representative and respectful of the Fowler's Syndrome community. However, we recognize the size and significance of this task.

Fowler's Syndrome only affects women or those assigned female at birth (Afab). For the purposes of clarity, FSUK will use the term women. This is not to seek erasure of minority groups, but rather to ensure that those women who have been affected by the condition are not further marginalised.

FSUK
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Reviewed and agreed by [IH, HE]