

### **3.1 EQUALITY STATEMENT**

3.1.1. Autism Dogs Charity operates under a foundational mandate of professional accountability and social responsibility, as established within the Charity's Constitution.

This Statement of Principle confirms that the Charity is committed to fostering an environment characterized by equality, diversity, and inclusion for all clients, applicants, staff, and volunteers. In accordance with the objects of the Charitable Incorporated Organisation, the primary mission is to promote the health, safety, equality, and independence of individuals diagnosed with Autism through the provision of specialist assistance dogs and educational services.

3.1.2. The Charity maintains a rigorous non-discrimination policy that strictly prohibits the unequal treatment, harassment, or victimization of any individual based on protected characteristics including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

3.1.3. This commitment to parity of treatment extends across all operational phases, encompassing initial Profiling Services, the Matching and Training Terms, and the comprehensive Aftercare Term provided for the lifetime of the Matched Assistance Dog.

3.1.4. To ensure the accessibility of these services, the Charity provides clear and accessible materials, eligibility guidelines, and psychotherapy support to mitigate the unique challenges faced by Handlers and their Representatives.

3.1.5. Transparency in this commitment is further reinforced by the Charity's External Complaints and Safeguarding Policy, which provides a formal mechanism for the independent investigation of any perceived breach of these equality standards.

3.1.6. Any grievance regarding discriminatory conduct is subject to fixed resolution timelines, including a formal investigation typically completed within thirty working days, with immediate escalation to the Chair of the Board of Trustees for matters involving senior leadership.

3.1.7. This Statement is integrated into the Charity's public documentation and Client Manuals to ensure that all stakeholders are fully informed of their rights to an equitable and inclusive service environment.

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**The Social Media Manager**

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