



# East Sussex Wildlife Rescue & Ambulance Service

## **EQUAL OPPORTUNITIES**

WRAS is committed to ensuring, within the framework of the law, that its practices are free from unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion and belief, sex, and sexual orientation (**Protected Characteristics**).

We will take all reasonable steps to provide a volunteering environment in which all volunteers are treated with respect and dignity and that is free of harassment based upon Protected Characteristics. We will not condone any form of harassment, whether engaged in by our volunteers or staff or by outside third parties.

We expect our volunteers to co-operate with us to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination or harassment. We will take very seriously any and all acts of improper or unlawful discrimination, harassment, bullying or intimidation. Please bring any discriminatory acts or practices or suspected cases of harassment to the attention of your Volunteer Manager. You must not victimise or retaliate against anyone who has made allegations or complaints of discrimination or harassment or who has provided information about such discrimination or harassment.

## **HARASSMENT & BULLYING**

Harassment and/or bullying can have a devastating effect on the health, confidence, morale and performance of those affected by it.

In your role as a volunteer, you must be treated and treat others with dignity and respect, free from harassment and bullying. You should always consider whether your words or conduct could be offensive. Even unintentional harassment or bullying is unacceptable. Bullying and/or harassment is a serious matter and incidents will be taken very seriously by WRAS. This applies to bullying and harassment by WRAS' volunteers and staff and also by third parties.

TELEPHONE 01825 873 003

FOR 24 HOUR RESCUE CALL 07815 078 234

POSTAL ADDRESS

PO Box 2148, Seaford, East Sussex, BN25 9DE

CASUALTY CENTRE

Unit 2, The Shaw Barn, Whitesmith, East Sussex, BN8 6JD

REGISTERED ADDRESS

8 Stour Close, Stone Cross, Pevensey, East Sussex BN24 5QU

REGISTERED CHARITY Number 1108880

**RESCUE • REHABILITATE • RELEASE**

[www.wildlifeambulance.org](http://www.wildlifeambulance.org)