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## Human Rights Policy

### POLICY STATEMENT

Foresight is committed to creating and maintaining a positive and professional environment. In support of this, Foresight expressly prohibits any form of discrimination and harassment, including sexual harassment, as defined under the Human Rights Act 1998.

### SCOPE

This policy applies to the following persons and organisations:

- All employees, volunteers and service users of Foresight, including those employed on a contract basis;
- Members of the Board of Trustees;
- Members of societies and associations which are under the authority of Foresight;
- Persons or organisations in a contractual relationship with Foresight such as those undertaking provision of service or research, construction;
- Visitors or patrons who may be on Foresight premises.

The actual determination of any violation of this Policy can be made only in the context of a particular case, in accordance with fair procedures.

### What rights does the Human Rights Act protect?

- The right to life – protects your life, by law. The state is required to investigate suspicious deaths and deaths in custody.
- The prohibition of torture and inhuman treatment – you should never be tortured or treated in an inhuman or degrading way, no matter what the situation.
- Protection against slavery and forced labour – you should not be treated like a slave or subjected to forced labour.
- The right to liberty and freedom – you have the right to be free and the state can only imprison you with very good reason – for example, if you are convicted of a crime.
- The right to a fair trial and no punishment without law - you are innocent until proven guilty. If accused of a crime, you have the right to hear the evidence against you, in a court of law.

- Respect for privacy and family life and the right to marry – protects against unnecessary surveillance or intrusion into your life. You have the right to marry and raise a family.
- Freedom of thought, religion and belief – you can believe what you like and practise your religion or beliefs.
- Free speech and peaceful protest – you have a right to speak freely and join with others peacefully, to express your views.
- No discrimination – everyone's rights are equal. You should not be treated unfairly – because, for example, of your gender, race, sexuality, religion or age.
- Protection of property, the right to an education and the right to free elections – protects against state interference with your possessions; means that no child can be denied an education and that election must be free and fair.

## **PREVENTION AND INTERVENTION**

Prevention and intervention are key to achieving an environment free of discrimination and harassment. Foresight supports this by providing a clear policy statement and an internal complaint and investigation procedure, and will provide ongoing training and communications regarding rights and obligations.

### **Condoning:**

If a person in authority knows, or should reasonably have known, that discrimination or harassment may have occurred and fails to take appropriate action, the person in authority has condoned the discrimination or harassment and may be subject to sanctions under this policy.

Individuals who observe a situation involving the harassment of another or others have a responsibility to inform the harasser of this policy, recognising that individuals who experience discrimination or harassment are often reluctant to report it.

*This information is also available in other formats, languages and picture format upon request.*