



National Long Term Survivors Group

Equal opportunities

Issue: 2 **Date:** 16/11/2010

A. Introduction

1. National Long Term Survivors Group (hereafter NLTSG) is a society providing support to men, women and children living with an HIV positive diagnosis of five years or more.
2. NLTSG, as its name implies, seeks to encourage mutual support and communication amongst those who have been living with an HIV positive diagnosis of five years or more.
3. Equality of opportunity arises naturally from NLTSG's commitment to working with equality and fairness for all people living five years or longer with HIV infection, that everyone should be treated with respect and that no-one should be treated unfairly and less well than others within the society.

B. NLTSG Equal Opportunities Policy

1. NLTSG is fully committed to opposing all forms of unfair discrimination on the basis of ethnic origin, gender, sexual orientation, antibody status, disability, age, marital status, responsibility for dependants, class, religious persuasion or any other irrelevant grounds.
2. We recognise the need to monitor our systems and services to ensure that discrimination does not occur.
3. We are aware that discrimination can be both direct and indirect, and that neither are acceptable within NLTSG.
4. NLTSG is also fully committed to taking positive action to deal with discrimination when this occurs, and will use the Complaints Procedure whenever necessary.
5. NLTSG accepts that it does discriminate when dealing with HIV status, as only those who have been living with HIV/AIDS for at least five years are able to attend weekend retreats. This does not stop anyone from receiving information about the group and is not a consideration when relating to staff and volunteers.
6. NLTSG recognises its need to comply with all relevant legislation.
7. NLTSG accepts that it must be open and fair to all. However, NLTSG accepts that those attending weekends as guests are free to hold their own opinions and may behave in ways which would normally exclude them from protection, either under the



concept of equality of opportunity or in law. NLTSG recognises the need to be tolerant in these situations and will work towards dealing with any conflict in a way that does not exclude, upholds this policy and enables as many people who have been living with HIV/AIDS for five or more years to attend the weekends.