

## **Diversity and Equalities Policy**

Association of Acupuncture Clinicians (AAC) promotes an active engagement with difference and therefore seeks to provide a framework for the profession of acupuncture that allows competing and diverse ideas and perspectives on what it means to be human to be considered, respected and valued.

AAC is committed to addressing issues of prejudice and discrimination in relation to the mental well-being, political belief, gender and gender identity, sexual preference or orientation, disability, marital or partnership status, race, nationality, ethnic origin, heritage identity, religious or spiritual identity, age or socio-economic class of individuals and groups.

Clients must be treated fairly and without discrimination.

Members must promote equality in line with relevant equality, human rights and antidiscrimination legislation.

Members must not refuse a service to clients, or provide a lower standard of service, on discriminatory grounds.

Members must treat others with respect, dignity and equality, regardless of inappropriate distinctions such as gender, age, ethnicity, disability, gender reassignment, marriage or civil partnership, race, sex and sexuality, social or economic status, lifestyle, cultural or religious beliefs, political beliefs affect how they treat or advise a client or express their personal views to a client.

Where relevant, it is acceptable for a member to take into account lifestyle, behaviour and other medical factors relevant when assessing, selecting, providing and modifying treatments appropriate to the needs of that individual client.

Where ever possible members should consider how to provide services to everyone who may want to use your service – for example, by changing the way you communicate with clients and giving extra help for clients with disabilities.

If you are an employer, you have the same duties to your employees as to your clients. You are also legally responsible for any discriminatory actions by your employees in the course of their employment.

Suppliers of services to public sector organisations (for example the NHS) may have other legal responsibilities about positively promoting equality.