



ANTI DISCRIMINATION POLICY

Policy number	1001	Version	2
Drafted by	Georgia Tracy	Approved by	20.10.2025
		Committee of	
		Management on	
Responsible person	Chairperson	Scheduled review date	20.10.2026

INTRODUCTION

Brain Injury Matters endorses diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or intellectual, cognitive or physical disability, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social disadvantage of individuals from disadvantaged groups.

SCOPE

This Anti-Discrimination Policy applies to:

- Brain Injury Matters Members (BIM members)
- Brain Injury Matters Committee of Management (BIM COM)
- Brain Injury Matters Employees (BIM employees)
- Brain Injury Matters Volunteers (BIM volunteers)

DEFINITIONS

“Discrimination” the unjust or prejudicial treatment of different categories of people, especially on the grounds of nationality, ethnicity, religion, age, gender, sexuality or physical or cognitive disability.

“Protected Attributes” characteristics that are legally protected from discrimination. These often include nationality, ethnicity, religion, age, gender, sexuality or physical, intellectual or cognitive abilities and more.

“Direct discrimination” when an individual is treated less favourably than another person in similar situation because of a protected attribute.

“Indirect Discrimination” when a policy or practice that applies to everyone equally disadvantages a group with a particular protected attribute.

PURPOSE

This document sets out to establish Brain Injury Matters zero tolerance of any form of workplace discrimination, and the governance structures, responsibilities and processes that have been established have an effect to that policy.

POLICY

Brain Injury Matters does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or intellectual, cognitive or physical disability or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social disadvantage.

Brain Injury Matters will make all reasonable accommodation to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

BREACHES

If a member, employee, or volunteer of Brain Injury Matters breaches this policy or associated procedures, they may be subject to disciplinary action. This action can range from a formal warning to more severe measures, including suspension or termination of their membership or employment, depending on the nature and severity of the breach. If they are a member of a BIM peer support group, they may be asked to leave the group either temporarily or permanently. Disciplinary action will be administered in accordance with established procedures and will consider the specific circumstances of the breach along with any mitigating factors.

RELATED DOCUMENTS

- BIM Workplace Health & Safety Policy
- BIM Bullying Policy
- BIM Complaints Policy
- BIM Group Member Code of Conduct Policy

AUTHORISATION

A handwritten signature in dark ink, appearing to read 'Col Brokenshire', is positioned above the printed name.

Col Brokenshire
Chairperson
Brain Injury Matters
20/10/2025



ANTI DISCRIMINATION PROCEDURE

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RESPONSIBILITIES

1. The Committee of Management will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's Anti-Discrimination Policy.
- Ensure that:
 - The organisation's practices and processes incorporate precautions against discrimination in such areas as hiring, membership, and program delivery.
 - Reasonable accommodations are made to allow diverse groups to equally access benefits provided by the organisation; and
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Review and report, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- Analyse material breaches and ensure that any adverse trends are addressed.
- Promote a culture of effective policy compliance across the organisation.

2. All BIM members, staff and volunteers at all levels will:

- Ensure that they are aware of the organisation's policy against discrimination.
- Not act in a manner that would be considered discriminatory according to this policy or any applicable legislation; and
- Where appropriate, suggest ways in which practices, systems and procedures could be improved to reduce the likelihood of discrimination occurring.

PROCESSES

The Committee of Management will review organizational procedures to ensure alignment with the principles expressed in this anti-discrimination policy. If risks or breaches are identified or reported, a detailed report will be prepared and shared with relevant stakeholders, and necessary adjustments or actions will be taken.

AUTHORISATION



Col Brokenshire
Chairperson
Brain Injury Matters
20/10/2025