

## **Statement of Inclusion**

*Switchboard is an inclusive service where we will talk to anyone who reaches out to us, from within the LGBTQIA+ communities and beyond.*

*Switchboard is a safe space for people to explore their thoughts and experiences, where we empower people to engage with their feelings and beliefs and reflect on why they hold them. We talk to people confidentially, in a non-judgmental and non-directive manner.*

*As an LGBTQIA+ charity we recognise and celebrate the intersectionality of our communities and wider society. We oppose all forms of sexism, misogyny, racism, queerphobia, heterosexism, cissexism, homophobia, transphobia, ageism, ableism or any other form of discriminatory language or behaviour which may involve a combination of these. We oppose other forms of discrimination or discriminatory language or behaviour not listed here. In our conversations with callers we will challenge any of the above.*

*At Switchboard we will not accept offensive language or behaviour towards our staff, volunteers, callers or potential callers.*

*We believe in inclusion for everyone, and particularly for those who are under-represented or marginalised due to:*

- Sexuality
- Gender expression and/or identity
- Race or ethnicity
- Disability, impairment or health condition
- Socio-economic status
- Place of origin
- Age
- Marital status
- Religion
- Employment status
- Anything that results in social exclusion or vulnerability to harm

*We aspire to a society where all LGBTQIA+ people are informed, empowered, and treated and treat others with mutual kindness and respect.*

*'this statement is correct as at 13/08/2020 but may be subject to change as we continue to update our policies and develop as an organisation'*