



## Equality Statement

Sex Matters is committed to encouraging equality, diversity and inclusion among our Trustees, workforce and volunteers, and eliminating unlawful discrimination.

We aim to not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We will seek to avoid all forms of unlawful discrimination.

Sex Matters is an organisation with an ethos based around the “gender critical” (or sex realist) belief that sex is real, immutable and important. This is recognised as being covered by the protected characteristic of belief.

This does not affect the beneficiaries of the organisation, as we seek to provide accurate education and information broadly to people whether they share this belief or not.

Stakeholders who consider that they have suffered from unequal treatment on any grounds listed above may make a complaint by email to [info@sex-matters.org](mailto:info@sex-matters.org) which will be dealt with under the Sex Matters grievance procedure or complaints procedure as appropriate.

Policy to be reviewed annually; next review by 25th July 2024.