

Anti-discrimination and anti-harassment policy

Policy scope and definitions:

The Intelligent People Mentorship Scheme anti-discrimination and anti-harassment policy outlines the scope of discrimination and harassment and aims to protect our stakeholders from offensive and harmful behaviour.

This policy applies to all stakeholders of the Mentoring Scheme including both mentors and mentees. Our expectation is that all users of the Intelligent People Mentoring Scheme agree to comply with the standards laid out in this policy.

Discrimination is any negative action or attitude directed toward someone because of protected characteristics. In UK law, there are 9 protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage / Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Harassment includes bullying, intimidation, direct insults, malicious gossip, and victimisation.

Any form of discrimination or harassment during any point of the mentorship scheme will not be tolerated.

What to do in case of discrimination during the Mentorship?

If you are the victim of discriminatory behaviour (or if you suspect that others are being discriminated against,) please contact mentorship@intelligentpeople.co.uk

Claims will be reviewed on a case-by-case basis. Any mentor or mentee found to be in breach of the anti-discrimination and anti-harassment policy will be removed from the scheme, and individuals affected will be accommodated with a new mentor / mentee.

Further information:

This policy is implemented in line with UK law, specifically the Equality Act 2010. You can find more information on UK legislation around discrimination and harassment by following this link:

[UK legislation](#)