Don't Ignore it, Report it

At Elysium Healthcare, **we have zero tolerance for discrimination, bullying, harassment, violence, or abuse - from anyone, at any time.**

This applies to all employees, workers, service users, family members, visitors, and anyone in our workplace environment. Our senior leadership team is fully committed to ensuring everyone feels safe, respected, and valued at work.

Our Commitment

Racism and discrimination have no place at Elysium Healthcare. We will not tolerate any form of unacceptable behaviour, including:

- Discrimination based on race, gender, age, religion, disability, sexual orientation, or any protected characteristic
- Harassment, bullying, and intimidation of any kind
- Violence or threats of violence

Such behaviours undermine our values, compromise staff wellbeing, and impact the quality of care we provide.

We Are Dedicated To:

- **Preventing** incidents through education and encouraging an inclusive culture
- **Empowering** staff to report concerns without fear of reprisal
- **Responding** swiftly, thoroughly, and fairly to all reported incidents
- **Supporting** those who experience unacceptable behaviour, ensuring their mental health and wellbeing are prioritised
- **Holding accountable** individuals who perpetrate such acts and taking appropriate action
- If you experience or witness unacceptable behaviour, **Don't Ignore it, Report it.** We take every concern seriously.

Contact your Line Manager

Call our Staff Concern Line: 0800 197 2814

Get in touch with your Operational Director

Email the Elysium Board on: myboard@elysiumhealthcare.co.uk

Discuss with your Registered Manager

Contact our Speak Up Guardian on: speakup@elysiumhealthcare.co.uk

We all share responsibility for creating a positive, inclusive workplace. Treat each other with respect, stand up for what's right, and never ignore unacceptable behaviour.

Don’t Ignore it, Report it.

Related Policies: Staff Health & Wellbeing Policy; Diversity Policy; Grievance Policy; Disciplinary Policy; Managing Bullying & Harassment Policy; Managing Violence & Aggression Policy