

The University Hospitals Dorset NHS Foundation Trust (UHD) respects and values the diversity of all its patients, visitors and staff. The Trust believes all those who work in or access our services have the right to do so without fear of violence or abuse.

Hate incidents and crimes are not acceptable and have no place in our organisation, Any reported act of intimidation, harassment, violence or abuse that is directed at a person due to their disability, nationality, race, religion, sexual orientation or gender identity will be taken seriously and dealt with in a professional and supportive manner.

We are committed to the Hate Crime Charter in partnership with [Prejudice Free Dorset](#), to work together to tackle hate crime and hate incidents. Our role as a Third Party Reporting Centre is to provide safe and accessible facilities for individuals to report hate crimes and prejudice incidents in confidence, seek appropriate advice and signposting to support services and encourage people to report incidents either as victims or witnesses to Dorset Police.

### **What is a Hate Crime?**

The National Police Chief's Council and the Crown Prosecution Service have agreed a common definition of hate crime:

“Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person due to their gender identity”.

### **A prejudice incident is:**

“Any non-crime incident which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person's race, religion, sexual orientation, gender identity or disability.”

This can be: Name calling, Perception of being treated differently.

This statement was approved by the Equality, Diversity and Inclusion group on 13 May 2021 and will be reviewed annually.