



**havoca**  
providing  
*friendship, support and advice*  
for adults who have been *affected*  
by *child abuse*

international  
not for profit  
voluntary

Help for Adult Victims Of Child Abuse

# Diversity Inclusion and Equality Policy

August 2023



HAVOCA is committed to encouraging equality, diversity and inclusion among our community and forum.

The aim is for the organisation to be truly representative of all sections of society and for members to feel respected.

We welcome and celebrate diversity of opinion and thought, which enriches our platform. This is with the view that it is not discriminatory. We are committed to the community being free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are valued.

At times there may be diverse opinions expressed on the forum and/or in the comments section of the website. Keep in mind that something that may be disagreeable to you, may not violate our rules. To maintain a safe environment for all members, your participation in the website must always be respectful of others.

Don't post content that is libellous, defamatory, harassing, threatening, or inflammatory. For example, don't express hatred or intolerance for people based on race, ethnicity, nationality, gender or gender identity, religion, sexual orientation, age, or disability, including by promoting organizations with such views.

Don't attempt to drown out other people's opinions, including by posting on multiple threads or coordinating with others.

Don't engage in name-calling or attack people based on whether you agree with them. You may question the beliefs and expertise of others if it is relevant and done in a respectful and non-threatening manner.