

	2021	2022	2023
1) How many complaints of each of the following types of discrimination were reported to your organisation in 2021, 2022 and 2023:			
a) Disability discrimination	a) 3	a) 4	a) 3
b) Race or ethnicity discrimination	b) 3	b) 0	b) 0
c) Sexual orientation discrimination	c) 0	c) 0	c) 0
2) How many complaints were reported to your organisation about discrimination related to a person's HIV status in:			
a) 2021	a) 0		
b) 2022	b) 0		
c) 2023	c) 0		
3) If HIV-related discrimination complaints were reported to your organisation, how many of the following incidents were reported?	N/A		
a) Refusal of a service after HIV status was shared.			
b) Failure to make reasonable adjustments for a person's HIV status.			
c) Harassment related to a person's HIV status.			
d) Use of an organisational policy that discriminated against a person based on their HIV status.			
e) Another kind of HIV discrimination incident.			
4) If HIV-related discrimination complaints were reported to your organisation, were they reported by?	N/A		
a) Members of the public.			
b) Employees of your organisation			
5) If HIV-related discrimination complaints were reported to your organisation, how many complaints were upheld?	N/A		

6) Does your organisation have a policy to deal with incidents of HIV discrimination reported to them at a strategic level? If so, could you explain what the policy is or attach a copy of said policy?

We have a AIDS and HIV policy which applies to employees on any level within the council. It is designed to ensure that people with AIDS or HIV infection do not experience discrimination at work, or as a receiver of council services.

The policy ensure that employees are permitted to work when fit to do so, and sets out the duty of care placed on employers to provide reasonable resource or support necessary to enable work to continue.

There are number of ways in which incidents may be reported through internal channels to managers, Senior managers or HR and externally via our complaints procedure. [Complaints \(wigan.gov.uk\)](http://wigan.gov.uk)