**Sample Letter: Employment, Harassment**

Dear [employer / Human Resources]

I am writing to advise you that I have been harassed in the work place on account of my protected beliefs and to ask that you take appropriate steps to address this and ensure it does not happen again.

Veganism is a way of living which seeks to exclude, as far as is possible and practicable, all forms of exploitation and killing of animals for food, clothing or any other purpose. I live my life according to this moral philosophy.

My right to live according to my fundamental conviction that it is wrong to use and kill non-human animals is protected under human rights law and equality law. This means that employers have a responsibility to avoid and prevent any discrimination or harassment on account of my veganism. For more information about the legal rights of vegans please see: <https://goveganworld.com/vegan-rights/> All employers should include the vegan protected philosophical conviction in their equality and inclusivity policies and procedures. Please can you can confirm that it is covered by ours.

[describe what happened / how you were harassed]

This amounts to “unwanted behaviour linked to a protected characteristic” that “violates someone’s dignity or creates an offensive environment for them.” [explain the impact of the behaviour on you].

I believe it would assist if [give suggestions for steps that ought to be taken if you can, for example it may be helpful if the staff are educated in what veganism is, in particular that it is not a diet or lifestyle but a moral conviction that it is wrong to use and kill other animals, and the protections vegans have. The employer could be asked to invite a vegan speaker to come in and hold a session about veganism so that all staff understand it. You may feel able to get involved in vegan education in the workplace yourself, joining the relevant equalities and inclusivity group, or doing a post in the work bulletin or even giving a talk. What might work will vary from workplace to workplace.]

[If the employer is a state body: Moreover, as a public entity [name of entity] is bound by the Public Sector Equality Duty, which requires them to have due regard for the need to eliminate unlawful discrimination, advance equal opportunity and foster good relations, including by taking steps to meet the needs of people from protected groups.]]

I would be very happy to discuss this and provide any more information that you may require.

Yours sincerely,

[your name]