**Employment; Standard Issue Items; Safety Clothing.**

This draft letter could also be adapted for use in relation to other standard issue items, for example uniforms, a leather ipad cover, laptop bag or business card holder

-----------

Dear[employer]

I am writing to ask [name of company/business] to consider my request for an alternative to the [standard issue item, for example, safety boots] provided to staff. The [standard issue item] are not suitable for vegans, as they [are made from animal skin / contain animal ingredients].

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. It is against my fundamental beliefs to [wear the skin of an animal / wear or use things made from animal ingredients].

I appreciate that the company must comply with safety legislation [edit for other standard issue items, e.g. I appreciate that the company wishes to provide staff with a standard uniform / a protective cover for company electronic devices]. However, 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 any discrimination or harassment the grounds of veganism. For more information about the legal rights of vegans please see: <https://goveganworld.com/vegan-rights/>

The policy of issuing [safety boots / other standard issue item] which are not suitable for vegans indirectly discriminates against me. As such, my employer must consider my reasonable request for an alternative and provide a suitable alternative unless to do so would be unduly disruptive. I do not think it would be unduly disruptive in this case as I have looked into alternatives and have found [refer to alternative located, give link to where it can be purchased / confirmation it is a suitable alternative and satisfies safety requirements].

[If the employer is a public 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. Given that it is possible to procure [safety boots] which comply with safety standards and which are suitable for everyone, it would be in line with the Public Sector Equality Duty for [name of entity] to look at making the [refer to alternative] its standard issue [safety boots].

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

Yours sincerely,

[your name]