**Sample Letter: Employment, Vegan Food Provision**

This sample letter has been written specifically to request plant-milk provision, but it can be adapted to refer to any work-related food or drink provision, for example, at a conference / meeting / event or in a work canteen.

Dear[employer]

I am writing to ask [name of company/business] to provide me with an alternative to the cow’s milk that is provided to staff free of charge, as it is not suitable for me.

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 consume milk that has been taken from other animals. I do consume plant-based milk.

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 on the grounds of veganism. For more information about the legal rights of vegans please see: <https://goveganworld.com/vegan-rights/>

The policy of [providing animal milk free for staff, but not providing a vegan alternative] indirectly discriminates against me in breach of my legal rights. This can be remedied by providing plant milk on the same basis as animal milk is provided to staff. [insert details of proposal]

[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.

I look forward to hearing from you.

Yours sincerely,

[your name]