

EQUAL RIGHTS DECLARATION

1. The right to equality

The right to equality is the fundamental right of all human beings to be equal in dignity, to be treated with respect and consideration and to equally participate to any aspect of the economic, political, social, cultural and civil life. All human beings are equal regarding the law and have the right to be protected and equally benefit from the law.

2. Equal treatment

Equal treatment, as an aspect of equality, is not the equivalent of identical treatment. In order to achieve full and effective equality it is necessary for people to be treated differently according to their different circumstances, to assert their equal value and enhance their abilities to participate as equals in society.

3. Positive action

In order to be efficient, the right to equality needs positive action. Positive action, including an area of administrative and political measures designed to surpass past disadvantages and to accelerate the progress towards equality of certain specific groups, is a necessary element within the right to equality.

4. The right to non-discrimination

The right to non-discrimination is a fundamental right in its own, included in the right to equality.

Discrimination is forbidden on any criteria, including race, colour, ethnicity, origin, gender, pregnancy, statute, family or professional context, language, religion or faith, nationality, economic status, association with a national minority, sexual orientation, gender identity, disability, health, genetic predisposition or any other predisposition to illness, or a combination of these criteria, or on the basis of any characteristics associated to any of these criteria.

Discrimination based on any other criteria must be forbidden where such discrimination (i) causes or perpetuates a systematic disadvantage, (ii) compromises human dignity, or (iii) negatively impacts the rights and liberties of an individual in a serious manner, comparable to discrimination on the criteria mentioned above. Discrimination is also prohibited when it is based on associating an individual with other individuals to whom one of the mentioned criteria applies, or the perception, whether accurate or inaccurate, of an individual as having a characteristic associated with one of these criteria.

Discrimination can be direct or indirect. Direct discrimination occurs when, because of a reason connected to the criteria, an individual or a group are treated less favourable than another individual or group, in a comparable situation; or when for a reason connected to one or more of the mentioned criteria, an individual or a group are being prejudiced. Direct discrimination can be allowed only in extraordinary circumstances, when it can be justified according to

strictly defined criteria. Indirect discrimination occurs when a certain rule or practice would place individuals having a characteristic associated to the criteria in a specific disadvantage in comparison to other individuals, with the exception of the situation in which that rule or practice can be justified by a legitimate purpose, and the means of achieving that purpose are adequate and necessary. Harassment is discrimination when an unwanted behaviour connected to any of the mentioned criteria takes place with the purpose or has the effect of violating an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

5. Discrimination and violence

Any act of violence or incitement to violence, motivated fully or partially by the fact that the victim has a characteristic or statute associated to one of the criteria, constitutes a serious violation of the right to equality and leads to exclusion from the Association of Integrative Research, Counselling and Psychotherapy.

6. The right to equality

The right to equality is intrinsic to all human beings and can be asserted by any individual or group who have a common interest in asserting this right. The right to equality must be freely exercised by all individuals. The Association of Integrative Research, Counselling and Psychotherapy supports the right to be protected against discrimination when such discrimination is or was connected with its own members, employees, trainees, psychotherapists or their clients, or any other individuals who have a statute or characteristic associated with one of the mentioned criteria.

7. Obligations of ACCPI members

ACCPI members have the duty to respect, promote and exercise the right to equality in all the areas of their activity, abolish regulations, customs and practices that are in conflict with or incompatible with the right to equality, promote equality in all relevant policies and programs, abstain from adopting any policies or engaging in any act or practice contradicting the right to equality and take all measures to eliminate all forms of discrimination from any individual.

In order to achieve full and effective equality it is necessary for ACCPI members to adapt in reasonable terms to different capacities of individuals connected to the mentioned criteria. To adapt means to make all necessary modifications and adjustments, including anticipatory measures, in order to facilitate the abilitation of each individual.

8. Education about equality

ACCPI members have the duty to raise public awareness regarding equality.

9. Remedies and sanctions

Sanctions for disrespecting the right to equality must be effective, proportionate and discouraging.

ACCPI members who infringe upon the right to equality will be warned in this respect, sanctions varying, according to severity, up to exclusion from the association. Ensuring the maintenance of the right to equality within ACCPI is the responsibility of the ethics committee.