

Freedom of Information Act 2000 – Request Reference FoI/24/269

Discrimination

Information Requested:

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
 - b) Race or ethnicity discrimination
 - c) Sexual orientation discrimination

2. How many complaints were reported to your organisation about discrimination related to a person's HIV status in:
 - a) 2021
 - b) 2022
 - c) 2023

3. If HIV-related discrimination complaints were reported to your organisation, how many of the following incidents were reported?
 - 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?
 - 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?

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?

Response Details:

In response to point 1

From October 2021 to December 2023, Cardiff and Vale University Health Board (the UHB) has noted the following:

- a) Six concerns received regarding some form of disability is noted in the concern.
- b) Three concerns received with race noted.
- c) No concerns with sexual orientation noted.

In response to point 2

The UHB has not recorded any complaints specifically relating to HIV.

In response to points 3–5

These are not applicable since the UHB has not recorded any HIV-related complaints during the time specified.

In response to point 6

From a staff perspective, the UHB does not hold this information. But, under our obligation to advise and assist per section 16 of the Freedom of Information Act 2000, the UHB can provide you with the following link which you may find of use: [Equality, Inclusion and Human Rights Policy](#).

From a patient and service-user perspective, the UHB does not hold this information. However, the UHB can advise that any discrimination considered to amount to a hate crime could be reported to the police or dealt with in a manner consistent with the UHB's values and behaviours.