

# Ashby u3a Equality & Diversity Policy

## Statement

Ashby u3a is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society.

Ashby u3a recognises that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

## Aims of Policy

Ashby u3a considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- age
- ethnic origin, nationality or race
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- pregnancy
- gender reassignment

## Practical Approaches to inclusion

Ashby u3a is open to all third-agers. (Defined by the Third Age Trust not by a particular age but by a period in life in which full time employment has ceased.)

Ashby u3a will make sure all new members are aware of our Equalities policy and our Code of Conduct.

Ashby u3a will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

- Consideration of the time of day of meetings
- Consideration of venues for meetings including:
  - Accessibility for wheelchair users
  - Access to a PA system & hearing loop
  - Location
- Publicity material:
  - Making it easy to read
  - Making it available to people who don't have access to the internet

# Code of Conduct

Ashby u3a has a member Code of Conduct. Sexist, racist, disablist or otherwise offensive and/or inflammatory remarks or behaviour are not acceptable. These constitute harassment, and have no place in Ashby u3a. If a member sees or hears offensive or inflammatory behaviour by another member, they should raise this with a committee member.

If any member of Ashby u3a feels they have been discriminated against by the Ashby u3a or one of its members or harassed at an Ashby u3a event they should raise this with a committee member.

The committee will then investigate the complaint in accordance with our Disciplinary Procedures.

Ashby u3a reserve the right in extreme cases, and after consulting with the National Office and the complainant, to refer the matter to the Legal Authorities.

Ashby u3a and the Third Age Trust will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was implemented on 9<sup>th</sup> October 2018

Reviewed and revised 13 February 2024

Next review date February 2027