

Fleet and District U3A  
Equality and Diversity Policy

Fleet and District U3A is committed to providing life-enhancing opportunities where retired and semi-retired people come together and learn together. We recognise that some people experience discrimination and harassment and are committed to making sure our groups are as inclusive and welcoming as possible.

We are committed to treating all people equally and with respect, irrespective of their age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex, or sexual orientation. We aim to design our activities, services and decision-making processes to encourage and support participation from all people.

We consider that no member should be disadvantaged, or receive less favourable treatment based on: • ethnic origin, nationality (or statelessness) or race • disability • religion or belief (including the absence of belief) • marital or civil partnership status • sexual orientation • gender reassignment • class or socio-economic status.

We will make sure all new members are aware of our Equalities Policy and Code of Conduct. We will take reasonable measures and practical approaches to ensure equal opportunities for all our members to take part in our activities and meetings. This will include consideration of:

Venues for meetings providing:

- Accessibility for wheelchair users
- A PA system and a hearing loop where possible

Publicity:

- Using Arial 14 or similar type face to aid readability.
- Providing hard copy at Monthly and Group meetings, promoting a buddy system to enable people who don't have access to the internet.
- Using a range of images that reflect the cultural diversity of the local community

Tasks and Roles:

- Equal opportunities for all members to have voices heard.

Code of Conduct:

- Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in Fleet and District U3A.

If any member feels they have been discriminated against by the Fleet and District U3A, or harassed at a Fleet and District U3A event, they should raise this with the committee. The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of the conduct of the investigation). If the complaint is against an individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against Fleet and District U3A, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to our constitution. We 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.

Approved by Fleet & District U3A September 5<sup>th</sup> 2018  
Reviewed: October 2019  
Next policy review date: October 2019