

## Dukeries u3a

### Equality of Opportunity

The u3a values its members as individuals and encourages everyone to recognise their unique, diverse and different perspectives, abilities and contributions. It sees diversity and inclusion as routes to growth and enrichment and we encourage this in our activity groups. Our members are encouraged to embrace opportunities to learn laugh and live with u3a without fear of harassment or discrimination as we recognise that discrimination and victimisation is unacceptable “

We recognise that everyone in the UK has the right to defence from various prejudices, and the law is specific that organisations maintain diversity and good moral conduct. According to the Equality Act, 2010, age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity are protected characteristics, and these characteristics are aspects of a person's identity that make them who they are.

As seniors, we are all too aware of the changes in our physical capabilities and mental well-being as we age. We keep in mind that people are differently-abled and we seek to choose meeting places which will assist accessibility, vision and hearing.

We run car-sharing schemes for those who do not drive, and check out accessibility when offering outings to our members.

Members who do not have the internet at home are sent paper copies of our newsletters and training is offered to those wanting to become more computer literate.

We support members when they need a friend and during the pandemic we have run weekly quiz nights and weekend social events for those members who can access Zoom, to stimulate their inclusion and reduce feelings of isolation.

Dukeries u3a [www.u3a.org.uk/dukeries](http://www.u3a.org.uk/dukeries)

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