

PAISLEY & DISTRICT

Equality and Diversity policy

Paisley U3A is committed to encouraging equality and diversity among our members, and eliminating unlawful discrimination.

The aim is for our members to feel respected and able to get the most out of their membership.

The policy's purpose is to:

provide equality, fairness and respect for all in our members.

not unlawfully discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation

oppose and avoid all forms of unlawful discrimination.

The Executive Committee will deal with any grievance fairly, confidentially and sensitively.

Grievances under this policy should be addressed to the Chair or Business secretary of Paisley & District U3A.

The organisation commits to:

encourage equality and diversity within its membership.

create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued

This commitment includes ensuring all group leaders and committee members are aware of their responsibilities under this policy. Responsibilities include members conducting themselves to help the organisation prevent bullying, harassment, victimisation and unlawful discrimination

take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members in the course of the organisation's activities

Such acts will be dealt with as misconduct under the organisation's grievance procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to withdrawal of membership

review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law

