

# **PRUDHOE & DISTRICT u3a, Equal Opportunities Policy**

## ***Aims***

*Prudhoe & District 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”.*

## ***Accessibility***

*We aim to ensure that all our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 25 people at an event we use the Parish Hall in Prudhoe which has a PA system and a hearing loop. Some of the groups use smaller venues, sometimes a member’s home, and these may be less accessible. In such a case we will explore alternatives to ensure no one is unfairly disadvantaged. We are committed to ensuring any member is able to attend our activities, so we will reassess our access requirements to meet the needs of new members when required.*

*When we organise outings for our members we provide free places for carers of members who can only attend if they bring a carer.*

## ***Diversity***

*Prudhoe & District u3a belongs to all its members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.*

*We should be open to new ideas, and particularly prioritise opportunities for members to share their cultural heritage with one another.*

## ***Inclusion and respect***

*Every member of Prudhoe & District u3a should be made to feel equally welcome and included at all meetings and events.*

*Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the u3a.*

## ***Dealing with discrimination and harassment***

*If any member feels they have been discriminated against by the Prudhoe & District u3a or harassed at one of our events 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 conducting the investigation).*

*If the complaint is against a particular 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 the Prudhoe & District u3a as a whole, 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 the Prudhoe & District u3a's 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.*

*This policy was adopted at a meeting of Prudhoe & District u3a on 30th May 2022 and will be reviewed at least every 2 years.*

*Signed: F. Pullen, Chair*

*Signed:*