

# **Dunshalt Community Association**

## **EQUALITY AND DIVERSITY POLICY**

### **Aims**

Dunshalt Community Association is open to all residents of Dunshalt. We aim to help the village to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every resident equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### **Accessibility**

All our meetings are held in Dunshalt Village Hall which is accessible to wheelchair users.

Dunshalt Village Hall is fully equipped with a PA system and a hearing loop.

We aim to ensure our website is WCAG compliant.

### **Diversity**

The Association belongs to all residents. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

### **Inclusion and respect**

Every resident of Dunshalt should be made to feel equally welcome and included at all Community Association 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 Association.

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

If any resident feels they have been discriminated against by the Association or harassed at an Association 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 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 Association 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.

This policy was adopted at a meeting of Dunshalt Community Association on 9<sup>th</sup> October 2023, and will be reviewed at least every 2 years.