

MID-NORTHUMBERLAND u3a

Policy 10. Equal Opportunities -agreed by the u3a Committee (July 2018)

Reviewed 28th October 2022; Reviewed and amended 10th March 2023

Statement of Intent

We fully accept and welcome that society consists of many diverse groups and individuals and this diversity is an asset to the community. We also recognise that certain groups and individuals are discriminated against and we are opposed to this.

We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equality in all our activities.

Code of Conduct

Members will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, political affiliation, religion or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology that is deemed derogatory.

No one will be harassed, abused, excluded or intimidated on the grounds of their race, sex, age, nationality, disability, political affiliation, religion or sexual orientation.

Foul, insulting, abusive or racist remarks will not be tolerated from anyone associated with our organisation and behaviour of this type may lead to expulsion from the u3a. Incidents of harassment will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:

1. The person in question will be requested to attend a meeting of the committee to explain their actions.
2. Action may be taken as appropriate. If deemed necessary, their membership of the u3a may be withdrawn at the end of a disciplinary procedure, as set out in our constitution.

Policies Supervisor

A policies supervisor will be appointed from the committee and any incidents should be reported either via the group coordinator or alternatively directly to the appointed committee member. If an incident is reported to the group coordinator, she/he is responsible for referring it to the committee.