

This policy should be read alongside the Bullying & Harassment Policy.

Aims

CYCALL aims to treat every person equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. CYCALL recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.

Accessibility

CYCALL strives to be fully inclusive and ensures that our activities (including governance and volunteering) are accessible to all. CYCALL will constantly reassess our inclusivity to meet the needs of individuals.

Diversity Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/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 which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Inclusion and respect

All those involved with CYCALL will be made to feel equally welcome and included in our activities. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the organisation.

Dealing with discrimination and harassment Please see Bullying & Harassment Policy & Grievance Procedures.

Record of Review

Date of Change:	Changed By:	Comments:
May 2019	Directors	Policy approved by Directors
May2020	Trustees	Reviewed
Feb 2021	Trustees	Reviewed
Jan 2022	Trustees	Reviewed