

EQUAL OPPORTUNITIES POLICY FOR PROUD ROVERS



Group membership is open to people from the lesbian, gay, bisexual and trans (LGBT) community, their friends, families and supporters and anyone who agrees with our aims.

Details are publicised on our website, on Facebook and via email.

The group recognises that everyone has a contribution to make to society and a right to equal opportunities.

No member or organisation/individual to which we provide services will be unfairly discriminated against by us on the grounds of:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- Treating all members fairly and with respect.
- Membership that is open to all.
- All vacancies to the committee will be advertised to everyone and will include a statement on equal opportunities.
- All members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals.
- Ensuring that our meetings and events are fully accessible to all groups and individuals.
- Having a consideration for affordability in organising events.

Our commitment:

- To create an environment in which individual differences and the contributions of all our members are recognised and valued.
- Every member is entitled to be part of an environment that promotes dignity and respect to all.
- No form of unfair discrimination, intimidation, bullying or harassment will be tolerated.

Breaches of our equal opps policy will be regarded as misconduct and could lead to:

- Membership disqualification.

This policy is fully supported by the officers and has been agreed with members
The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all of the group. This means that all new members will be made aware of its existence on joining the group.

For additional advice or information:

- Equal Opportunities Commission:
<http://www.eoc.org.uk/Default.aspx?page=19650>
- Commission for Racial Equality:
http://www.cre.gov.uk/gdpract/eop_sample.html
- NCVO:
<http://www.ncvo-vol.org.uk/?id=177>