

# **ARCH Equality and Diversity Policy**

## **Aims**

The Association of Residents of Canford Heath (ARCH) is open to all residents of Canford Heath. We aim to help the community 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 and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system and a hearing loop.

We are committed to ensuring any resident of Canford Heath is able to attend our activities, so we will reassess our access requirements to meet the needs of all residents.

## **Diversity**

Our 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 Canford Heath should be made to feel equally welcome and included at all ARCH meetings and events.

ARCH volunteers will discuss together issues relating to equality and diversity to develop a mutual understanding and we will seek training to help us to support our community.

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.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Association's constitution. The Association 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.