



FRAMPTON ON SEVERN COMMUNITY ASSOCIATION EQUALITY AND DIVERSITY POLICY

Aims

Frampton on Severn Community Association is open to all residents of Frampton on Severn and local area. We aim to promote the benefit of all such residents in an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

We aim to ensure that wherever possible meetings and events will be accessible to wheelchair users. Where appropriate, we will use a PA system.

We are committed to ensuring any local resident is able to attend our activities, so we will reassess our access requirements to meet the needs of new tenants.

Diversity

FCA is for all our members and users. We aim to encourage a wide range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Association is open to new ideas.

Inclusion and respect

Every local resident should be made to feel equally welcome and included at all appropriate 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 FCA.

Dealing with discrimination and harassment

If any person feels they have been discriminated against by the FCA, or harassed at an FCA event or on FCA premises, they should raise this with the Executive Committee.

The Executive 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 FCA as a whole, the Executive Committee must work to ensure that such discrimination is not repeated in the future, and bring it to the attention of the Trustees and advise them of how they propose to do this.

Any decision to exclude a person from the FCA or its premises due to discriminatory or harassing behaviour will be made with reference to the FCA constitution. The FCA 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.