

Friends of Victoria Square

Equality and Diversity Policy

At FoVS we consider that equality means breaking down barriers eliminating discrimination and ensuring equal opportunities and access for all groups when contributing to and volunteering for our activities

We acknowledge that Equality and Diversity are not inter – changeable but interdependent. There can be no equality of opportunity if differences are not valued and harnessed.

Our commitment is that each member and volunteer is entitled to an environment that promotes dignity , equality and respect for all. FoVS will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against a member or volunteer, contractor or visitor, because of a protected characteristic, listed below

Sex

Gender re-assignment

Marriage and civil partnerships

Pregnancy and maternity

Race (including ethnic origin)

Colour

Nationality and national origin

Disability

Sexual orientation

Religion and or belief

Age

No form of intimidation bullying or harassment will be tolerated. If you believe you may have suffered discrimination because of any of the above protected characteristics, you should discuss the matter with a committee member or the secretary and or chair of the organisation.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in an appropriate manner. FoVS will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably as a result.

EQUALITY AND DIVERSITY DECLARATION

I have read and understood FoVS Equality and Diversity Policy and agree to treat all members, volunteers, contractors and visitors with respect and dignity

Signed..... Date

Name.....