

LLANSANNOR COMMUNITY HALL ASSOCIATION

EQUAL OPPORTUNITIES POLICY

1 Policy statement

In furthering the Objects defined in its Constitution the Llansannor Community Hall Association will promote and sustain equality of opportunity and freedom from harassment. No one will be discriminated against - either directly or indirectly - or unfairly treated on grounds of age, race, colour, nationality, ethnic origin, political, religious or other opinions, gender, marital status, sex, sexual orientation, disability or on any other unjustifiable ground.

2 Responsibility of individual members

Llansannor Community Hall Association requires all members to abide by its equal opportunities policy when using its facilities or participating in functions or events organised by the Association.

3 Responsibility of the Executive Committee

The Executive Committee will promote and sustain equality of opportunity by:

- ensuring that all members are made aware of the Association's equal opportunities policy;
- ensuring that the procedure for reporting instances of discrimination or harassment is known and can be accessed by all members;
- investigating any instances of discrimination or harassment reported to it by members;
- taking prompt action to stop acts of discrimination or harassment where they are identified.

4 Implementation

All hall users will have their attention drawn to this policy and it will be published on the LCHA website. Llansannor Community Hall Association will make copies available on request to individual members, any appropriate agencies, organisations and partners.

In cases where a breach of the policy is reported to it, the Executive Committee will take urgent steps to investigate the matter and bring it to a satisfactory conclusion.

The Executive Committee will review the equal opportunities policy biennially and amend it as appropriate.

Definitions for the purposes of the Equal Opportunities Policy

Direct discrimination is the unfair treatment of an individual or group on grounds of age, race, colour, nationality, ethnic origin, political, religious or other opinions, gender, marital status, sex, sexual orientation, disability or on any other unjustifiable ground.

Indirect discrimination is the setting of rules or procedures involving unnecessary conditions or requirements which, although applying to everyone, are more difficult for people from some of the above groups to meet than others.

Harassment is persistent abusive or insulting behaviour directed towards another individual or group.