

# **Green Ixworth Equality and Diversity Policy**

## **Aims**

Green Ixworth is open to all residents of Ixworth and those who wish to support our aims and objectives. We aim to carry out our work and promote our ideals in an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every member equally, regardless of their age, disability, gender, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We expect members to do the same.

## **Accessibility**

Green Ixworth holds its public meetings and educational events at Ixworth Village Hall which is accessible to wheelchair users. Some of our outdoor activities will take place away from firm, level surfaces where such access is impractical. Where access can be facilitated we will seek to do so.

## **Diversity**

Our Association belongs to all our members and supporters regardless of race or religious belief.

## **Inclusion and respect**

Every member of Green Ixworth should be made to feel equally welcome and included at all our 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 Group.

## **Dealing with discrimination and harassment**

If any member feels they have been discriminated against by Green Ixworth or harassed at an event they should raise this with the Management Committee.

The Management Committee will investigate the complaint, listening to all those involved. If the complaint is against a Management 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 a complaint is against the Management Committee as a whole an independent panel of three will be appointed to hear the complaint, draw conclusions and recommend action. Community Action Suffolk will be consulted over the appointments.

If a successful complaint is made against Green Ixworth as a whole, the Management 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 Group due to discriminatory or harassing behaviour will be made with reference to Green Ixworth's constitution. Green Ixworth 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.

## **Adoption and Review**

This policy was adopted on 23 February 2021 and will be reviewed annually ahead of the Annual General Meeting.