

# THE CHANTRY CENTRE EQUAL OPPORTUNITIES POLICY



The Chantry Centre operates an Equal Opportunities policy to ensure that all are treated equally regardless of Age, Sexual Orientation, Religion or Belief, Race, Gender or Disability.

This policy sets out the framework for providing equality of opportunity to all users, staff, trustees and directors of the Chantry Centre subject always to the over-riding need to ensure the safety and security of the Chantry Centre and its users.

The Chantry Centre will endeavour to:

- value the diversity and difference of all who use our facilities
- provide advice/support where feasible to those from all sectors of the community
- encourage those who are from all ethnicities and religions to use the centre to organise their own events
- reflect the positive contribution from all both genders regardless of background, culture, religion, ability, age and sexual orientation.
- eliminate discrimination, harassment and victimisation
- remove barriers with regard to access to the site and its buildings
- take all reasonable steps to meet the needs of those who are disabled

Current employment legislation will be adhered to by the Chantry Centre and it will ensure equality of opportunity regardless of age, sexual orientation, religion, belief or disability.

The procedure for elections to the Chantry Centre Board is set out in the Memorandum of the Charity. The Chantry Centre's Equal Opportunity Policy will be followed for elections to the Board.

The Chantry Centre's **Grievance Procedure** describes how discrimination will be investigated giving a fair hearing to those who feel discriminated against.

**Harassment** is unwanted behaviour which violates a person's dignity or creates a hostile, degrading, humiliating or offensive environment that demeans a person in any way.

**Bullying** is offensive or intimidating behaviour towards an individual, a group or groups usually amounting to an abuse of power.

The Chantry Centre Policy on **Dignity at Work** includes both these types of behaviour.

The Chantry Centre will seek to operate according to the principles of the following legislation and will respond appropriately to any revisions or amendments: Equality Act, 2006; Disability Discrimination Act, 2005; Race Relations (Amendment) Act, 2000; Employment Opportunity (Age) Regulations, 2006; Employment Opportunity (Sexual Orientation) Regulations, 2003; Employment Opportunity (Religion or Belief) Regulations, 2003.