

Mapping for Change CIC - Equal Opportunities Policy

Mapping for Change fully accepts and welcomes the diversity of our society and considers such diversity is an asset to the community. We believe that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief, HIV status, and social class. We also recognise that certain groups and individuals are discriminated against and we are strongly opposed to this. We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equality in all of our work.

Mapping for Change will:

- ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics under the Equality Act 2010).
- organise all its activities to ensure inclusivity and that diversity is valued and equality of opportunity promoted.
- treat people with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, religion or age.
- value and respect people's feelings at all times
- refrain from using language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology that is deemed derogatory.
- not harass, abuse, exclude or intimidate any person on the grounds of their race, sex, age, nationality, disability, religion or sexual orientation.
- not tolerate foul, insulting, abusive or racist remarks from anyone associated with the organisation and behaviour of this type may lead to expulsion from the organisation. Incidents of harassment will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:
 - The person in question will be requested to attend a meeting of the full Board to explain their actions.
 - In the case of a helper/volunteer, action may be taken as appropriate and if deemed necessary their involvement with the organisation may cease.

Harassment of any kind will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, demands for favours, or physical assault; staff members, volunteers or anyone connected with the organisation could be liable for dismissal for gross misconduct and any trustee or volunteer found to have breached this policy will be asked to resign. Harassment of any kind is breach of this policy; it could be construed as gross misconduct and would be liable to dismissal if the case is proven.

Any directly involved person has the right to appeal against a decision made by the management committee who will consider that appeal before a decision is made and that decision will be final.

Further information about Equal Opportunities can be found by going to www.equalityhumanrights.com, the website for the Equality and Human Rights Commission – Equality Commission, Equality Act.

This policy was last reviewed 13th January 2025

