

03 - EQUAL OPPORTUNITIES POLICY

1. Totton and Eling Community Association recognises that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against. In accordance with the Equality Act 2010 the following are protected characteristics:
 - a. age;
 - b. disability;
 - c. sex (including gender and gender re-assignment);
 - d. marriage and civil partnership;
 - e. pregnancy and maternity;
 - f. race; (including ethnic origin, colour, nationality and national origin);
 - g. religion or belief;
 - h. sexual orientation.
2. Totton and Eling Community Association recognises that discrimination is morally and legally unacceptable and is in direct contradiction of Totton and Eling Community Association's constitutional commitment to serve the whole community.
3. The Totton and Eling Community Association shall take positive action to combat direct and indirect discrimination in everything we do.
4. Our commitment is that we will always,
 - a. treat everyone with dignity and respect.
 - b. respect people's feelings
 - c. not use language or make jokes that anyone finds offensive or upsetting.
 - d. not harass, abused or intimidated.
5. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.