



Sustainable Warminster Equal Opportunities Policy

Sustainable Warminster is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to design our activities, events and decision-making processes specifically to encourage and support participation from people who face disadvantage in society, including women, BME people, disabled people, LGBTQ people, and people on low incomes. Arrangements for ensuring children and people with disabilities are safely able to attend our activities are outlined in our Safeguarding Policy.

Sexist, racist, disablist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Sustainable Warminster.

If any one feels they have been discriminated against by Sustainable Warminster or harassed at a Sustainable Warminster event, they should raise this with the organising committee. The committee will investigate the complaint, listening to all members involved.

If the complaint is against a 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 the complaint is against Sustainable Warminster as a whole, and is upheld, the Committee will make changes in the way Sustainable Warminster is run, to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

A decision to exclude a person from the organisation and its events due to discriminatory or harassing behaviour may be made if a complaint is upheld in order to protect those who may be vulnerable to abuse, harassment or discrimination. Sustainable Warminster 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.

This Equal Opportunities Policy will be reviewed on a biennial basis, and after any complaint of equality-based harassment is upheld, or if a finding of a complaint being unsubstantiated is challenged.