



## The Dorchester Men's Shed's Equal Opportunities Policy

### Aims

1. The Dorchester Men's Shed C.I.C. recognises that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
2. The Dorchester Men's Shed C.I.C. also recognises that where direct or indirect discrimination occurs within the Dorchester Men's Shed, it is both morally and legally unacceptable.
3. The purpose of the Equal Opportunities Policy is to set out clearly and fully the positive action the Dorchester Men's Shed C.I.C. intends to take to combat direct and indirect discrimination in the organisation, the services it provides and in its relationships with other bodies.
4. The Dorchester Men's Shed C.I.C. provides activities, guidance and assistance for men and women over 18 years old. The group will take action to ensure that group activities and events are open and welcoming to everybody entitled to become a member.
5. We aim to make our meetings and events accessible to people with disabilities – e.g. provide transport, meet in accessible premises, and produce information in large print.
6. We aim to use local training opportunities to help our committee and members better understand how discrimination occurs and how to prevent it.
7. All members of the Dorchester Men's Shed will have the Equal Opportunities Policy explained to them, and as group members, will undertake to comply with and implement this policy.
8. Members who have experienced discrimination can make complaints to a Committee member. If the Committee member is unable to resolve the complaint, it will be referred to the next Committee meeting.

### Code of Conduct

1. People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability and age.
2. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
3. No one will be harassed, abused or intimidated on the ground of his or her race, sex, age, nationality or sexual orientation. Incidents of harassment will be taken seriously.

**Review.** This policy will be reviewed every 2 years.