



Equal Opportunities & Fair Access Policy

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Introduction

Prism LGBTQ is committed to providing equal opportunities to all of our volunteers and members, and ensuring fair access to all of our services.

As an organisation, we will not discriminate on the grounds of age, gender/gender identity, ethnicity, religion, racial origin, culture, class, sexual orientation, disability, appearance or any other grounds at any level within our organisation.

This Policy and its implementation will be reviewed as required to keep in line with changing legislation and at least every three years.

If any training needs are identified relating to this policy or its implementation then these will be met as appropriate.

All Prism LGBTQ Mentors must abide by this Policy. Any breach of this Policy will be investigated and may result in disciplinary action.

Section 1 - Definitions

Prejudice means a belief, opinion or assumption formed without sufficient information, or upon misinformation, leading to an inaccurate view of an individual or group.

Discrimination is prejudice plus an action (or lack of an action)



Direct discrimination is where an individual or group is treated less favourably than another in similar circumstances.

Indirect discrimination is where an institution's provisions, practices or criteria apply equally to all groups but where such provision disadvantages a particular group.

Harassment and bullying are deliberate and often aggressive manifestations of direct discrimination. They can include unwanted physical, verbal, sexual, electronic/cyber attention of a sexist, racist, homophobic, transphobic, or other discriminatory nature, which is found to be offensive to the individual and it creates a hostile or intimidating environment.

Section 2 - Our Aims

We recognise that both prejudice and discrimination are sadly inherent within many attitudes, behaviours and structures in society.

We actively seek to counter direct discrimination by ensuring that within our organisation no individual or group is treated less favourably than any other.

We actively seek to counter indirect discrimination by ensuring that additional provision can be made to help more disadvantaged groups gain fair access to our services.

We are committed to ensuring our services that are accessible to all. We will ask Members regularly whether they ever feel excluded or unable to participate in anything we do (they may respond anonymously if preferred) and we will listen to their feedback.

Any direct or indirect discrimination by Mentors or Members will not be tolerated. It will be dealt with by the Prism Management Committee and the Safeguarding Policy.

Any instances of bullying during one of our sessions or activities will be investigated by the Mentors who will take action to stop it. We recognise that bullying is sadly common in many groups; it can cause individuals to feel scared, upset, and powerless, and creates a hostile environment. We therefore have a zero-tolerance to bullying within the youth group or at any level within the organisation. Bullying will be dealt with by the Mentors as they see fit, and may result in suspensions or exclusions from membership or volunteering.

Section 3 - Legislation

Prism LGBTQ's practices and procedures will all comply with all relevant legislation, including laws around safeguarding, and the General Data Protection Regulations. Please see specific Policies for more information.