

Equality and Diversity Policy

Statement

Comas recognises that many individuals and communities experience unlawful and unfair discrimination and oppression on the grounds of their gender (including transgender and transsexual people), relationship or marital status, race or ethnicity, disability, sexual orientation (because they are lesbian, gay, bisexual or heterosexual), age, HIV status, language, background, faith or religious belief, physical appearance and political opinions. We believe that equality for all is a basic human right and actively oppose all forms of unlawful and unfair discrimination. We celebrate the diversity of society and are striving to promote and reflect that diversity within this organisation.

Objectives

Comas strives to ensure that no-one within the organisation, applying to work with the organisation, or using its services experiences discrimination or harassment. Furthermore, we aim to ensure that all workers, volunteers and Board members receive training on issues around equality and diversity. We seek to broaden representation on the management committee to reflect the diversity of society and ensure that our services take into account difference and diversity and are accessible to all who need them.

Procedures

In the event that any member of staff, service user or other stakeholder feels that they have been discriminated against or harassed in any manner whatsoever they are invited to make a complaint to the Chair of the Board of Trustees.

The complaint must be made to the Chair. The Chair will discuss the complaint with the complainant and agree the details of it in written form, the person or persons who are the subject(s) of the complaint will also be invited to make a response. Both complaint and response will be circulated to the Board. The Chair and the Board will discuss the matter within 4 weeks.

The Board of Trustees will do their best to resolve the problem.

In relation to associates this policy is connected with Sections 9 and 10 of the Terms and Conditions for Associates.

This policy will help is to meet our obligations under the Race Relations Act 1976, the Race Relations (Amendment) Act 2000 and the Disability Discrimination Acts 1995 and 2005.

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