



## Dance Hastings CIO

# Equality and Diversity Statement

April 2020

Dance Hastings CIO is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination throughout the service we offer.

Our aim is to ensure that all participants, employees and volunteers are given equal opportunity to access our activities, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. In some cases this will require that reasonable adjustments are made to ensure equality of access.

### **Accessibility**

All our events are held in venues that are fully accessible to wheelchair users.

PAs and support staff are encouraged to participate fully in all activities. They will not be charged.

We will reassess our access requirements to meet the needs of new participants.

### **Inclusion and Respect**

Every participant of Dance Hastings activities should be made to feel equally welcome and included at all events.

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

### **Dealing with discrimination and harassment**

If any participant or volunteer feels they have been discriminated against or harassed at a Dance Hastings event they should raise this with the dance leader, or with the Trustees through the complaints procedure.

The trustees will investigate the complaint, listening to all members involved. (If the complaint is against a trustee, that trustee 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 the Dance Hastings CIO as a whole, the trustees must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from activities due to discriminatory or harassing behaviour will be made with reference to the Safeguarding and Health and Safety policies.

The charity 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.

