

RUSLAND READING ROOM

EQUALITY AND DIVERSITY POLICY

PHILOSOPHY: The Committee of Rusland Reading Room (the Committee) recognises that everyone has a contribution to make and a right to equal opportunity. It values diversity and will promote involvement and use of the facilities by all members of the community.

PRINCIPLES: No Committee member, volunteer, organisation or individual who wishes to use Rusland Reading Room's facilities will be discriminated against on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age;
- social background;
- geographical location.

PROCEDURES: The Committee aims to promote equal opportunities and eliminate discrimination and harassment by:

1. Opposing all forms of unlawful and unfair discrimination.
2. Ensuring all Committee members and volunteers, together with organisations and individuals who wish to use Rusland Reading Room are treated fairly and with respect.
3. Committee membership appointments will be available to all.
4. Ensuring all Committee members, volunteers, users and visitors understand that they have an obligation not to discriminate and to report to the Committee incidents of discrimination by any individual or group of individuals.

THE COMMITTEE'S COMMITMENT: To create an environment in which individual differences and the contributions of all are recognised and valued.

Every Committee member user, hirer, volunteer and visitor is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Adopted 7 January 2019

This policy will be reviewed every 2 years.