

## Nairn Allotment Society

### Equal Opportunities Policy

#### 1- Statement of policy.

The Nairn Allotment Society recognises that everyone has a contribution to make to our society, and a right to equal treatment. We aim to ensure that no-one will be discriminated against by us on the grounds of

- \* age
- \*class
- \*employment status
- \*physical or mental disability or mental health
- \*political belief
- \*race
- \*religion
- \*sex
- \*marital status or caring responsibilities
- \*sexuality
- \*unrelated criminal convictions

#### 2. Scope

The Nairn Allotment Society's Equal Opportunities Policy applies to all members, associate members and community group users of the allotments

#### 3-Equality Commitments

We are committed to

- \*promoting equality of opportunity for all persons
- \* promoting a good and harmonious environment in which all persons are treated with respect
- \* preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- \*fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- \*-complying with our own equal opportunities policy and associated policies
- \* regarding all breaches of equal opportunities policy as misconduct which could lead to termination of membership of the Society or of tenancy.

This policy is fully supported by Nairn Allotment Society's committee and has been agreed by all members and associate members.

#### 4- Implementation

Each committee member has responsibilities and we expect all members to abide by the policy and help create the equal environment which is its objective.

In order to implement this we shall

- Communicate the policy to members, associate members, community group users and relevant others
- Incorporate equal opportunities notices into general communications practises- e.g. website, newsletters
- Obtain commitments from other persons or organisations such as subcontractors, that they will comply with the ethos of this policy
- any claimed breaches of policy should be notified to the committee who will ensure appropriate action is taken

#### 5- Monitoring & review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the policy will be reviewed on an annual basis and action taken where necessary.

#### 6- Complaints

Members or associate members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter either in writing or in person to the Committee,

All complaints of discrimination will be dealt with sensitively, promptly and confidentially.