
TL2 Equal Opportunities Policy

TL2 steering group is committed to taking positive steps to promote and sustain equal opportunities amongst its members and in the services it provides and opportunities for volunteering that it creates. TL2 intends to promote this policy both inside and in its operation with other agencies. Overall responsibility for implementing the policy lies with the members

Members will take on tasks on the basis of their suitability for the work to be performed, and will have equal access to development and support depending on their individual ability and aspirations. All of this will be regardless of; gender, marital status, sexual orientation, colour, race, ethnic origin, nationality, language, age, political and religious beliefs, HIV status or disability.

Definitions

The Sex Discrimination Act 1975 and the Race Relations Act 1976 make a distinction between direct and indirect discrimination.

Direct discrimination

Direct discrimination is generally an obvious and easily identifiable form of discrimination. It occurs when a particular individual is treated differently for example because of their race, colour, nationality, ethnic origins, gender or marital status and where such treatment is less favourable than he or she would otherwise have received.

Indirect discrimination

Some cases may not be so obvious. An unnecessary condition or requirement may be imposed, which although applied to everybody, is more difficult for people from some groups in society to meet than others. This is indirect discrimination.

Harassment

Harassment is defined as unwanted, abusive or insulting behaviour towards another individual. It causes that person to feel threatened, humiliated or harassed, may limit or undermine their involvement in TL2 or create a threatening or intimidating environment.

Harassment may take place on a number of grounds, including race, gender, disability, sexual orientation, and age.

Responsibilities

Individual responsibilities

TL2 expects that each person should be aware of their behaviour towards others. Everyone should be treated equally, with dignity and respect. Each person should ensure that they do not behave in a way that could be regarded as harassment, discriminating or offensive.

TL2 expects that each individual should recognise that it is in the best interest of the organisation to utilise the skills of the members and that discrimination is unacceptable.

It is the responsibility of each person to report incidents of discrimination or harassment at a meeting.

Working practice

TL2 provides services to its members and the wider community.

In accordance with this policy TL2 will ensure that its services are appropriate and accessible to all and inclusive. Support will be available to all who wish to associate with the purposes of TL2. TL2 will ensure equality of opportunity in its service provision by:

- Reviewing itself in terms of its impact on equality;
- identifying areas where sections of the community are currently excluded from participating with TL2
- applying the principles of equality when determining TL2's priorities;
- responding flexibly and imaginatively to requests for service
- monitoring and reporting incidents where this policy has not been followed;
- ensuring good access to all TL2 event venues

Affiliated organisations and others who work with TL2 services and take part in its activities will be informed of TL2's commitment to equality of opportunity and the existence of this policy.

Monitoring

TL2 will monitor the accessibility and appropriateness of services to ensure they comply with the requirements of this policy and will review this at the AGM. The members will be responsible for ensuring objectives are met.