

## **Regency Square Area Society - Equality and Diversity Policy**

### **Aims**

Regency Square Area Society (RSAS) is open to anyone who lives or runs a business in the Society's area. Others can join as associate members.

RSAS sets out to pursue matters of common interest to those living and working in the Regency Square area; to preserve and improve the character and environment of the Regency Square area; to encourage the development of good neighbourliness amongst those living and working in the Regency Square area; and to enable those living and working in the Regency Square area to contribute as a local community to the life of the wider community of Brighton as a whole.

We aim to help the area to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every member and the wider community equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

### **Accessibility**

All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system.

When we organise outings for our members we provide free places for carers of members who can only attend if they are accompanied by their carer.

We are committed to ensuring any member is able to attend our activities, so we will reassess our access requirements to meet the needs of new members as needed.

### **Diversity**

RSAS belongs to all members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

For example, the RSAS garden party held in Clarence Square was attended by members of varied religious and ethnic backgrounds.

The Association should be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

### **Inclusion and respect**

Every member of RSAS should be made to feel equally welcome and included at all of the Society's meetings and 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 Society.

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

If any member feels they have been discriminated against by the Society or harassed at an RSAS event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this individual will have the opportunity to express their point of view, accompanied by a friend. Equally, the person making the complaint will also have this opportunity.

If the complaint is against the Society as a whole, the committee 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 the organisation due to discriminatory or harassing behaviour will be made with reference to the Society's constitution (available on the RSAS website). The Society 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.

*This policy is published on the RSAS website and is open to scrutiny by all members.*