

Anti-Discrimination Policy 2022

Introduction

1. Indigo U3A recognises that prohibiting discriminatory policies and practices is both a legal obligation and good practice.
2. Indigo U3A endorses diversity, supports equal rights and equal opportunity, and does not advocate, support or practice discrimination based on characteristics such as race, religion, age, national origin, gender, sexual orientation or disability, whether covered by applicable legislation or not.

Purpose

3. This document sets out Indigo U3A's anti-discrimination policy and the governance structures, responsibilities and processes to give effect to the policy and ensure the organisation complies with its obligations under legislation.
4. This policy aims to foster an organisation culture that maximises access to membership and grows organisational performance.

Policy

5. *Discrimination* consists of treating an individual with a particular attribute less favourably than an individual without that attribute or with a different attribute under similar circumstances. It can also involve seeking to impose a condition or requirement on a person with an attribute who does not or cannot comply, while people without that attribute do/can comply.
6. *Equal Opportunity* consists of ensuring that all members and volunteers are given equal access to the services and benefits provided by Indigo U3A.
7. *Victimisation* happens where a person is treated harshly or suffers detriment because they have made a complaint of discrimination. Victimisation will also happen if a person suffers detriment because they have provided information or evidence in connection with a complaint.
8. Indigo U3A does not advocate, tolerate, condone or practice discrimination and regards as unfair all forms of unlawful discrimination or vilification, including but not limited to that which relates to:
 - gender
 - marital/domestic status
 - disability
 - race, colour, national extraction, social origin, descent, and ethnic or national origin
 - age
 - family responsibilities, family status, status as a parent or carer
 - sexuality, trans-sexuality or transgender

- religious or political beliefs or activities
- trade union or employer association membership or activities
- physical features
- occupation or calling
- health condition
- criminal record.

9. Indigo U3A is an equal opportunity manager of members and volunteers. In all cases no factors other than performance and competence will be used as the basis for training and development opportunities for volunteers and/or intending volunteers.
10. Indigo U3A will ensure that its programs, policies, procedures, practices, publications and forms accord with the principles expressed in this policy.
11. Indigo U3A will make all reasonable accommodations to allow people who experience difficulties in their dealings with it to benefit equally from its activities.
12. All of Indigo U3A's members and volunteers will comply with the principles expressed in this policy.

Procedures

13. Indigo U3A's Committee of Management will:
- review the organisation's practices and processes to ensure that they adequately incorporate precautions against discrimination
 - ensure a culture of anti-discrimination and equal opportunity compliance is promoted across the organisation.
14. A person who believes they are being treated unfairly as a result of discrimination should report the matter to Indigo U3A's Secretary who will notify the President immediately.
15. The complaint will be handled promptly by the Committee of Management in an appropriate manner.

Responsibility

16. Indigo U3A's Committee of Management is responsible for:
- establishing, implementing, publishing, and reviewing this policy
 - ensuring that allegations of discrimination or vilification are properly investigated.
17. It is the responsibility of all members and volunteers to:
- treat each other with respect and without regard to non-relevant criteria or distinctions
 - familiarise themselves with this anti-discrimination and equal opportunity policy
 - where appropriate, suggest ways in which practices, systems and procedures could be improved to reduce the likelihood of discrimination occurring.

18. Indigo U3A's Secretary is responsible for

- receiving and responding to enquiries about this policy
- receiving complaints about an alleged breach of this policy, and for bringing the matter before the Committee of Management promptly.

Authorisation

19. This Policy approved by the Committee of Management of Indigo U3A Inc. on 8 September 2022.