

# HAMPSTEAD COMMUNITY CENTRE

## EQUAL OPPORTUNITIES POLICY

The Hampstead Community Centre is for the use of all groups and individuals on condition that they adhere to the rules and regulations of the centre, including this policy.

It is the responsibility of user groups, individuals, centre employees and Management Committee Members to be committed to this policy at all times.

**THE HAMPSTEAD COMMUNITY CENTRE MANAGEMENT COMMITTEE ARE COMMITTED TO THE ELIMINATION OF HARASSMENT, DISCRIMINATION AND PREJUDICE EXPERIENCED BY INDIVIDUALS AND GROUPS WITHIN THE CENTRE ON THE BASIS THAT THEY ARE OF AN ETHNIC MINORITY GROUP, LESBIAN OR GAY OR HAVE A DISABILITY. WE ALSO OPPOSE DISCRIMINATION ON THE BASIS OF RELIGIOUS BELIEF, SEX, CLASS AND AGE.**

### **We implement this policy by:**

1. Making and publicising our clear policy statement.
2. Ensuring that it is a condition of employment in the Centre, Management Committee membership, volunteers and groups and users of the Centre that all those concerned understand, agree with and are willing to implement this policy.
3. Monitoring our programme, events, publicity and services to ensure that they actively encourage use by the Centre by the above mentioned groups.
4. Making sure that all job vacancies are advertised in all the relevant press, and that there is no discrimination against any applicant on the above grounds.
5. Encouraging the organisation of awareness training in racism, sexism, heterosexism and disability.
6. The Management Committee is responsible for encouraging the representation of all the above mentioned groups on the Committee.

### **We will not allow the following sorts of behaviour in the Centre;**

1. Verbal or physical attacks on any of the above grounds.
2. Discriminatory name calling, insulting remarks, discriminatory jokes or threats.
3. Writing such remarks on walls or other places.
4. Encouraging other people to harass or discriminate against another individual or group.
5. Provocative behaviour such as wearing racist badges or fascist insignia.
6. Bringing into the premises materials such as leaflets, magazines which in any way support such discrimination.

### **In the event of any incidents involving discrimination to an individual or group at the Centre, the Management Committee or its representatives will;**

1. Discuss the incident with the individual or group concerned, restating our position.
2. Consider the possibility of exclusion from the premises of the individual / group for a set period of time.
3. In the cases of physical attack or serious threatening behaviour exclusion will be immediate.
4. Aid and support the abused party.
5. Make a full report the incident.