



**Donkeyhill
Transition
Network**

Equality and Diversity Policy 2020

Donkeyhill Transition Network is dedicated to encouraging a supportive and inclusive culture amongst our volunteers and community. It is within our best interest to promote diversity and eliminate discrimination in the organisation. Our aim is to ensure that our volunteers and community are given equal opportunity and that our organisation is representative of all sections of society. Each volunteer will be respected and valued and able to give their best as a result. This policy reinforces our commitment to providing equality and fairness to all in our organisation and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Donkeyhill Transition Network is committed to:

- Creating an environment in which individual differences and the contributions of all team members are recognised and valued.
- Creating an environment that promotes dignity and respect for every employee.
- Not tolerating any form of intimidation, bullying, or harassment, and disciplining those who breach this policy.
- Make training, development, and progression opportunities available to all.
- To promote equality in the organisation, which we believe is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.