

FOPL

Friends of Penketh Library

Equality and Diversity Policy

Aims

Membership of Friends of Penketh Library (FOPL) is open to any individual, group or corporate body who wish to promote the aims and objectives of FOPL. We aim for the organisation to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Accessibility

Our meetings and events will usually be held in Penketh Library which is accessible to wheelchair users.

We are committed to ensuring any user of Penketh Library is able to attend our activities, and we will align our access requirements to those currently in place for Penketh Library.

Diversity

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

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

Inclusion and respect

Every member of FOPL should be made to feel equally welcome and included at all of our 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 FOPL.

Personal Pronouns

The use of pronouns in a signature is a personal choice. When responding to someone who has used pronouns we need to ensure we respect this.

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Dealing with discrimination and harassment

If any FOPL member feels they have been discriminated against by FOPL or harassed at a FOPL 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 person will have the opportunity to express their point of view, accompanied by another person, e.g. a friend. The person making the complaint will also have this opportunity.

If the complaint is against FOPL 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 FOPL's Constitution. FOPL 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 will be reviewed at least every 2 years.