

## ChalCAN Diversity, Equity and Inclusion Policy

### Values:

ChalCAN is open to all residents of Chalford, and ChalCAN values the contribution of everyone in our community.

We work to ensure that everyone is able to play their part and to overcome barriers to participation. We aim to have an atmosphere of friendship, respect and care for each other. We aim to treat everyone equally, regardless of their age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation in accordance with the Equality Act 2010

### Accessibility:

All our meetings and events are held in venues that as far as possible are accessible to wheelchair users. When there are more than 40 people at an event, we aim to use a PA system and a hearing loop. We aim to produce leaflets, posters and website material that is readily understood and accessible (using appropriate font sizes and utilising accessibility tools).

### Diversity:

We aim to organise a range of events and activities to suit the interests and meet the needs of our diverse community.

### Inclusion and respect:

Everyone should be made to feel equally welcome and included at all ChalCAN meetings and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and ChalCAN have a zero-tolerance approach to any form of discrimination, bullying or harassment.

### Employment:

At present ChalCAN is not planning to take on any employees. Should we do so in future there employment terms would be in accordance with this policy..

### Dealing with discrimination and harassment:

If any resident feels they have been discriminated against by any ChalCAN supporter or by the organisation, or that they have been harassed at an ChalCAN event they should raise this with the Chair or a member of the Co-ordination 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 the investigation). If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have the same opportunity. If the complaint is against ChalCAN as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform ChalCAN supporters of their proposed actions. .

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to ChalCAN's constitution.

*This policy was adopted at a meeting of ChalCAN Co-ordination Committee on 5/3/25. For review March 2027*

