

BALLYMONEY u3a EQUAL OPPORTUNITIES POLICY

BALLYMONEY u3a is committed to an equal opportunities policy to provide equality of treatment to all members and others who may operate within the auspices of the group.

Bu3a aims to operate in accordance with all relevant legislation in promoting equal opportunities including:

- Disabled Persons Act 1958, 1986
- Disability Discrimination Act 2004
- Race Relations (NI) Order 1997
- Sex Discrimination Act 1986
- Sex Discrimination (NI) Order 1976

BU3A aims to provide equality of treatment regardless of

- Educational background.
- Gender
- Marital status
- Ethnicity
- Religion or belief
- Disability
- Social status
- Political Affiliation

Annex

Direct Discrimination

Direct discrimination occurs when a person is treated less favourably than another on the grounds of their sex, marital status, religious belief, political opinion, race, nationality or ethnic/national origin and disability.

Indirect Discrimination

Indirect discrimination can occur when a requirement or condition, which cannot be justified on grounds other than sex, marital status, religious belief, political opinion, race, nationality or ethnic/national origin, is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of the persons in one or other of the above groups.

In order to establish a complaint of indirect discrimination, an applicant must show the following:

- That a requirement or condition has been applied;
- That the said requirement or condition adversely impacts against the person because of his/her religious belief, political opinion, sex, marital status, race, nationality or ethnic/national origin;
- That he/she has suffered detriment by reason being unable to comply with the condition or requirement.
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Disability Discrimination

Disability discrimination occurs when for a reason related to his/her disability, a disabled person is treated less favourably than other people, and this treatment cannot be justified. It also occurs when an employer fails to comply with the duty to make a reasonable adjustment in relation to the disabled person, and the failure cannot be justified.

Victimisation

Victimisation occurs when a person is treated less favourably than another because that person has, for example, asserted rights under any of the discrimination laws or has helped another person to assert such rights or given information to the relevant statutory body, or because it is suspected that the person might do any of these things.

Harassment

Harassment includes unreciprocated and unwelcome comments, looks, action, materials, suggestions or physical contact that is found objectionable and/or offensive and may create an intimidating working environment.

Discrimination including harassment and victimisation on the grounds of race, sex, disability, sexuality age or religious belief will be viewed as a disciplinary offence.

According to Complaints Procedure.

APPROVED BY: BALLYMONEY u3a COMMITTEE ON BEHALF OF BALLYMONEY u3a

DATE REVISED/UPDATED: 28 09 2021

SIGNED: CHAIRMAN:

John W D Pinkerton

NB: Signed copy held on file.