



Draft - pending ratification at AGM (Jan 2005)

EQUAL OPPORTUNITIES POLICY

In City Synergy, equal opportunities means striving for:

1. **The removal of direct discrimination** - so that people are not treated less favourably, for example on grounds of their disability, ethnicity, national origin, colour and race, sex (including gender re-assignment) marital status, religious belief and political opinion, sexual orientation, age. Less favourable treatment can include verbal or physical harassment.
2. **The removal of indirect discrimination** - so that requirements or conditions do not unfairly or unjustifiably limit access to services, jobs or volunteering opportunities.
3. **Equal rights** - the achievement and respect of equal civil rights.
4. **Equal access** - increasing access to services and volunteering opportunities by having policies and practices that take account of diverse needs.
5. **Positive action** - action that targets groups which are under-represented within our service-users and volunteers. The aim is to increase under-represented groups' access to City Synergy. City Synergy will review its composition on a regular basis and take positive action as appropriate.

Our overall objectives are:

- to avoid bias in our policies, procedures and practices
- to allow equal access to services and volunteering within City Synergy
- to challenge external examples of unfair discrimination, where we have the resources to do so

This policy is supported by our Constitution and other policies, including the Complaints Policy and Procedure that describes how an alleged breach of this Equal Opportunities Policy will be dealt with by the Management Committee of City Synergy.

City Synergy regrets that there are legal and resource constraints on our ability fully to deliver Equal Opportunities to all actual and potential members and volunteers.