

# Challenge Adventure Group

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## Equal Opportunities Policy

This group is actively opposed to all forms of discrimination against its users because of their:

Age	Appearance	Caring Responsibilities
Physical ability	Class	Gender
HIV Status	Marital Status	Nationality
Political Beliefs	Religion	Immigration Status
Race/Ethnicity	Sexual orientation	Long term Illness
Unrelated criminal conviction	Caste	Trade Union Activity

The group:

- is committed to delivering services that are accessible to everyone and recognises that many people may face discrimination;
- will introduce measures to combat all direct and indirect discrimination in the work place;
- will ensure that our Management Committee is representative of the target community;

If anyone feels that the group has failed to meet the values contained in this statement, they will be encouraged to use our complaints procedure. Their complaint will be dealt with as a 'serious complaint' justifying the involvement of the Management Committee.

This statement will be displayed and its existence made known in our literature.

The group will endeavour to ensure that its services are made known to those individuals most requiring our services.

The group / individual will monitor use of our service, at all times having regard to our policy on confidentiality.

If a member of staff or young person encounters any discriminatory comments or behaviour they have the authority from the Management Committee to inform the person that the group advocates an Equal Opportunity Policy which does not tolerate discrimination of any kind.

If the individual does not refrain from such behaviour the individual will be passed on to the named member of the Management Committee with responsibility for dealing with this issue.

The named member will point out to the individual that it is our policy not to discriminate in any way.

The named member will also offer to give the individual a copy of the Equal Opportunities Policy for clarification.

If the individual refuses to cease to display behaviour / curb comments that are of a discriminatory nature, the named member has the authority to withdraw our services from the said individual.

Members and staff of the group will report all such incidents to the Chair of Management Committee.

Anyone who wishes to make a complaint if they feel the group has not followed the equal opportunity policy will be directed towards our standard complaints procedure.

## Forms of discrimination

Direct discrimination occurs where a person is less favourably treated because of race, colour, ethnic or national origins, sex, pregnancy, marital status, disability or sexual orientation.

Indirect discrimination occurs where a requirement or condition which cannot be justified is applied equally to all groups but has a disproportionately adverse effect on one particular group.