

NATIONAL FEDERATION OF PLUS AREAS EQUALITIES STATEMENT

The National Federation of Plus Areas respects the rights, dignity and worth of every member and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or disability.

The Federation is committed to everyone having the right to enjoy their membership in an environment free from discrimination (direct & in-direct), threat of intimidation, victimisation, harassment and abuse.

All members have a responsibility to oppose discriminatory behaviour and promote equality. The Federation will deal with any incidence of discriminatory behaviour seriously, according to our National Constitution and the Code of Conduct. Any member who feels they have been discriminated against or who knows of any discrimination should report this to the NEC.

Membership applications will be judged on suitability of joining the Federation.

Direct discrimination is less favorable treatment on the grounds of age, ability, gender, race, ethnicity, religious belief, sexuality or disability in circumstances which are the same or not materially different. Refusing access to an event to someone on the grounds of race would be direct discrimination.

Indirect Discrimination occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a particular group and cannot be justified.

Abuse and / or harassment Discrimination also covers actions which amount to abuse and / or harassment of people or groups of people i.e. People from another race or have a disability.

Victimisation occurs when a person is treated less favourable or is discriminated against because she / he has pursued or intends to pursue their rights in respect of alleged discrimination.

Diversity is the concept that people should be valued as individuals. It involves promoting a culture where differences are valued and welcomed as enriching the Federation

Equal opportunities is ensuring that every member is treated fairly and justly. It does not necessarily mean treating everyone the same but does involve considering and welcoming difference. It also includes tackling discrimination and promoting participation and inclusion.