



Donaghadee Community Development Association

Equality Policy

This is the Equality Policy of the Donaghadee Community Development Association updated in March 2020

1. About us

1.1 The Donaghadee Community Development Association is a recognised charity established to raise community spirit in Donaghadee and improve the local economy. Our various activities include:-

- Organising the Summer Festival, Christmas Festival and other events during the year;
- Campaigning for improvements to the town;
- Working very closely with the Council on the public realm scheme valued at £2.5m, the Townscape Heritage Scheme (£1.7m); the free WIFI initiative and the delivery of the Town Masterplan

2. General Statement

2.1 The aim of this policy is to communicate the commitment of Donaghadee Community Development Association to the promotion of equality of opportunity within our Association.

2.2 It is our policy to provide equality of opportunity to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age

1.3 We are opposed to all forms of unlawful and unfair discrimination. All Association members, office bearers and volunteers will be treated fairly and will not be discriminated against on any of the above grounds.

1.4 Our equal opportunities policy applies to all Association members, office bearers, and volunteers to help everyone to develop their full potential, provide an enjoyable experience for all, and fully utilise the talents and resources available within our community.

3. Equality Commitments

3.1 We are committed to:

- Promoting equality of opportunity for all persons

- Promoting an enjoyable environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which will be dealt with through the Association's normal procedures.

3.2 This policy will be made available to all Association members on request.

4. Implementation

4.1 The Management Committee of the Association has specific responsibility for the effective implementation of this policy. Each office bearer also has responsibilities and we expect all our Association members and volunteers to abide by the policy and help create the equal opportunities environment which is its objective.

5. Complaints

5.1 Anyone who believes that they have suffered any form of discrimination, harassment or victimisation are entitled discuss the issue with the Honorary Secretary and, should they remain dissatisfied, they may raise the matter in writing by means of a letter to the Hon Secretary. All complaints of discrimination will be dealt with seriously, promptly and confidentially.