**Merry Street Tenants’ Association Equality and Diversity Policy**

**Aims**

Merry Street Tenants’ Association is open to all tenants of Merry Street. We aim to help the street to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every tenant equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

**Accessibility**

All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system and a hearing loop.

When we organise outings for our members we provide free places for carers of members who can only attend if they bring a carer.

We are committed to ensuring any tenant of Merry Street is able to attend our activities, so we will reassess our access requirements to meet the needs of new tenants.

**Diversity**

Our Association belongs to all tenants. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Association should be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

**Inclusion and respect**

Every tenant of Merry Street should be made to feel equally welcome and included at all Merry Street Tenants’ Association meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the Association.

**Dealing with discrimination and harassment**

If any person feels they have been discriminated against by the Association or harassed at an Association event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Association as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Association’s constitution. The Association will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

*This policy was adopted at a meeting of Merry Street Tenants’ Association on 17th December 2016, and will be reviewed at least every 2 years.*

*Signed:*

*Signed:*