



## **TUST EQUALITY & DIVERSITY POLICY**

### **Statement of Intent**

One of TUST's five core objectives is to be a positive, inclusive and representative organisation, open and accessible to all supporters of the Club regardless of their age, income, location, ethnicity, gender, disability, sexuality or religious or moral beliefs.

TUST is committed to treating all people with equal fairness, courtesy and respect and endeavour to eliminate any unfair discrimination internally or with any of the partners we work with.

TUST opposes all forms of discrimination including:

- Direct discrimination: treating someone less favourably because of a protected characteristic (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity)
- Indirect discrimination: a provision or practice that applies to everyone but adversely affects people with a protected characteristic more than others.
- Harassment: unwanted conduct related to a protected characteristic with the purpose of violating someone's dignity or creating a hostile or humiliating environment.
- Victimisation: treating someone badly because they have raised concerns about discrimination

### **Our Commitment**

To create an environment where individual differences and contributions from trustees and members are recognised and valued.

To promote an environment of dignity and respect for all.

To ensure access to meetings, policies, publications etc is available to all, as far as reasonably practicable.

To take steps to address inequality where it is within our remit to do so.

To deal with complaints about breaches of this policy in a fair and transparent way by reference to the board.

To review the equality and diversity policy on a regular basis.