



EQUALITY AND DIVERSITY POLICY

Aims:

Neuro Hebrides is committed to treating all people equally and with respect irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We aim to create a safe and welcoming atmosphere for everyone and an atmosphere of friendship, respect and care for each other.

Accessibility:

All our meetings and events are held in venues that are accessible to wheelchair users and those with limited mobility. We are committed to ensuring any member of Neuro Hebrides is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

Diversity:

Neuro Hebrides belongs to all of our members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

Inclusion and respect:

Every person attending at Neuro Hebrides should be made to feel equally welcome and included at all Neuro Hebrides meetings and events.

People will be treated with dignity and respect regardless of race, religion or belief, nationality, gender, sexual orientation, gender reassignment, disability and/or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.

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

Dealing with discrimination and harassment:

If any member feels they have been discriminated against by Neuro Hebrides or harassed at a Neuro Hebrides event they should raise this with a trustee.

The Board will investigate the complaint, listening to all members involved. (If the complaint is against a trustee, that trustee 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.

Any decision to exclude a person from the charity due to discriminatory or harassing behaviour will be made with reference to the charity's constitution. The charity 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 renewed in November 2025 and will be reviewed at least every two years.