

Mentors for Women

Equality, Diversity and Inclusion Policy

Mentors for Women is committed to encouraging equality, diversity and inclusion among our members, and eliminating unlawful discrimination.

The aim is for our members to be truly representative of all sections of society and for each member to feel respected. We are also committed against unlawful discrimination of members or the public.

Mentors for Women embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want our network to be equally accessible to all members of society, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status. We will develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members and employees to ensure that everyone can participate as fully as possible.

The policy's purpose is to:

- provide equality, fairness and respect for all members and employees
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination

Our aim is to provide an environment where everyone feels:

- Welcome
- Represented
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

All members and employees should understand they, as well as Mentors for Women, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow members and non-members.

Mentors for Women takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members or employees. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to removal of membership or dismissal without notice.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

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Monitoring will include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Details of Mentors for Women's grievance and disciplinary policies and procedures can be found at <https://mentorsforwomen.com/policies> This includes with whom a member or employee should raise a grievance.