

# EQUAL OPPORTUNITIES POLICY

All affiliated Universities of the Third Age (U3As) pursue a policy providing equality of opportunity to all members and potential members. The acceptance of this policy will be deemed a condition of membership.

Membership of the Waterlooville U3A shall be open to individuals who are interested in furthering the work of 'The U3A' and who have paid the annual subscription as determined by the Executive Committee and confirmed at an Annual General Meeting and of any corporate body or unincorporated association, provided that they agree to abide by the Constitution and any conditions imposed by the Executive Committee.

Waterlooville U3A is committed to the treatment of everyone equally and without discrimination or prejudice on the grounds of age, race, ethnic origin, nationality, cultural or educational background, gender, sexual orientation, disability, social standing or religion.

This Policy applies equally to the following areas :

- Membership of Waterlooville U3A (including its Interest Groups)
- The Executive Committee.

Waterlooville U3A will:

- Respect diversity
- Recognise and respond to the different needs of members and potential members without discrimination or prejudice
- Endeavour to be equally accessible and relevant to all older people who are no longer in full-time employment.
- Comply with the Codes of Practice associated with this Policy

The effectiveness of this Policy will be assessed by the Executive Committee by considering data provided by the Membership Secretary and Coordinator of Interest Groups. The Policy will be reviewed annually.

Document History		
First Draft	1 <sup>st</sup> July 2013	Graham Woodbridge, Chairman
Changed "physical disability" to "disability"	October 2016	Barbara Harrington
Updated logo and format; added document history info	March 2023	Angela Chapman