



# MD105 Lions Clubs International (British Isles) Equality, Diversity and Inclusion Policy

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MD105 Lions Clubs International is committed to encouraging equality, diversity and inclusion among our volunteers and employee's, and eliminating unlawful discrimination.

The aim is for our volunteers and workforce to be truly representative of all sections of society and the communities we serve, and for each volunteer and employee to feel respected and able to give their best.

The organisation - in providing goods and/or services is also committed against unlawful discrimination of those we serve or the public.

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## Our Policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all who volunteer or work for Lions Clubs International, whether temporary, part-time or full-time.
  2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
    - age;
    - disability;
    - gender reassignment;
    - marriage or civil partnership;
    - pregnancy and maternity;
    - race (including colour, nationality, and ethnic or national origin);
    - religion or belief;
    - sex;
    - sexual orientation.
  3. Oppose and avoid all forms of unlawful discrimination. This includes in:
    - pay and benefits;
    - terms and conditions of employment;
    - dealing with grievances and discipline;
    - dismissal / removal from the association;
    - redundancy;
    - leave for parents;
    - requests for flexible working;
    - selection for employment, promotion, training or other developmental opportunities;
    - holding elected office;
    - training and development opportunities.
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## Our Commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion across Lions Clubs within the British Isles as they are good practice and make humanitarian sense.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers and staff are recognised and valued.



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2. This commitment includes training leaders and all other volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include volunteers conducting themselves to help the organisation provide equal opportunities in service and working together, and prevent bullying, harassment, victimisation and unlawful discrimination.

All volunteers and staff should understand they, as well as the Multiple District, District and Club the individual, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against fellow volunteers, staff, those we are serving, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, staff, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

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 membership being withdrawn.

Further, sexual harassment may amount to both a Lions membership matter and 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.

4. Make opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning volunteer and staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review Multiple District, District and Club practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor the make-up of the volunteer force and workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also 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.

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## **Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by the MD105 Council of Governors.

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## **Our Disciplinary and Grievance procedures**

Details of the organisation's grievance and disciplinary policies and procedures can be found on the British Isles Lions Website. This includes with whom a volunteer should raise a grievance – usually their Club President or District Governor.