

Policy – Anti-discrimination

U3A Yarra City endorses diversity, supports equal rights and equal opportunity, and rejects discrimination based on the characteristics of race, religion, age, national origin, gender, sexual orientation or disability, whether covered by applicable legislation or not.

Discrimination consists of treating an individual with a particular attribute less favourably than an individual without that attribute, including imposing conditions for which persons with particular attribute(s) cannot comply.

U3A Yarra City's *Equal Opportunity* approach seeks to ensure that all volunteers and members are given equal access to the services and benefits it provides. All programs, policies, procedures, practices, publications and forms relating to U3A Yarra City must accord with the principles expressed in this policy. Where appropriate, reasonable accommodation will be made to allow people who experience difficulties in their dealings with the organization to benefit equally from its activities.

U3A Yarra City uses equal opportunity principles in its management of volunteers. In all cases, no factors other than performance and competence will be used as the basis for training and development opportunities for volunteers and/or intending volunteers.

A person who believes they are being treated unfairly as a result of discrimination may report the matter to a member of U3A Yarra City's Committee of Management.

A report of discrimination will be investigated promptly, confidentially and fairly, in accordance with U3A Yarra City's rules on *Grievance Disputes* (see Extract from Rules, at end of this document)

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Endorsed by U3A Yarra City Committee of Management	Date: 26/04/2016