

## **York Environment Forum.**

### **Equal Opportunities Policy**

York Environment Forum is a membership organisation which brings together individuals, the third sector, public sector and private sector to collaborate so as to improve the natural and built environment in the city.

1. York Environment Forum (YEF) is committed to equality of opportunity. All concerned are expected to treat each other with respect and this policy explains more detail about YEF's approach. It is important that under-represented or excluded groups of individuals are able to contribute to and benefit from involvement with YEF.

2. For everyone engaging with YEF's activities in person, online or mainstream media this means that:

- Verbal and physical abuse will not be tolerated;
- Each person's contribution will be valued, and diversity promoted;
- Instances which may go against this Equal Opportunity Policy will be dealt with fairly.

3. YEF is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. No person should receive less favourable treatment from YEF as a result of a person's protected characteristic under the Equality Act 2010.

4. YEF develops, implements, reviews, and monitors policies which promote equality, diversity and human rights. This will ensure a setting which is free from any forms of unfair treatment, discrimination, or harassment. The officers of YEF are responsible for fulfilling all relevant duties that form this Policy.

5. Anyone who has a concern about behaviour they have experienced or have witnessed which may contravene the Equal Opportunity Policy should inform that Chair of YEF, or another Officer if the concern is in regard to the Chair.

6. YEF ensures that all involved in the organisation are trained in equality, diversity and human rights as relevant to the role or position they undertake.

7. YEF recognises its obligations under the law and aims to meet all its obligations on equality and diversity under UK legislation.

8. The policy applies to all members of YEF, and anyone participating in YEF activities and services in person or online.

9. YEF will use this policy to inform decisions about how other policies are structured, and in thinking about how it organises, works and where it puts attention and effort, this includes the activities of the YEF and its projects including the York Environment Festival.

Approved October 2025

To be reviewed October 2026.