

## **Anti-Sexual Discrimination Policy**

### **Policy Statement**

Chaffinch is committed to promoting equity, diversity, and inclusion in all aspects of our work. We believe that everyone has the right to volunteer and participate in a safe, respectful, and welcoming environment, free from sexual discrimination, harassment, or any form of prejudice.

Sexual discrimination, which includes treating someone unfairly based on their sex, sexual orientation, gender identity, or gender expression, is unacceptable and will not be tolerated under any circumstances.

This policy applies to all volunteers, trustees, beneficiaries, partners, and anyone involved in the activities of Chaffinch.

### **1. Definition of Sexual Discrimination**

Sexual discrimination may include, but is not limited to:

- Unequal treatment, exclusion, or disadvantage based on a person's sex, sexual orientation, gender identity, or gender expression.
- Derogatory or offensive comments, jokes, or behaviour related to someone's gender or sexuality.
- Sexual harassment, including unwanted sexual advances, inappropriate remarks, or conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

### **2. Our Commitments**

To uphold this policy, Chaffinch commits to:

1. **Creating Awareness:** Providing all volunteers with information on this policy and the standards of behaviour expected.
2. **Providing Support:** Offering guidance and support to anyone who experiences or witnesses sexual discrimination or harassment.
3. **Fair Procedures:** Responding promptly and effectively to any complaints or concerns raised, ensuring that appropriate action is taken.
4. **Zero Tolerance:** Taking decisive action against any individual who engages in sexual discrimination or harassment, which may include removal from volunteering roles or other sanctions.

### **3. Roles and Responsibilities**

- **Trustees and Leadership Team:** Ensure that this policy is implemented, monitored, and reviewed regularly.
- **Volunteers:** Treat everyone with dignity and respect, and report any incidents or concerns.
- **Beneficiaries and Partners:** Respect the values and principles of this policy while participating in or collaborating with the charity's activities.

#### 4. Reporting and Complaints Procedure

If you experience or witness sexual discrimination or harassment:

1. **Report the Incident:** Raise your concerns with the CEO ([sarah@chaffinch.org.uk](mailto:sarah@chaffinch.org.uk)) or Chairman ([ben@chaffinch.org.uk](mailto:ben@chaffinch.org.uk)) in confidence.
2. **Investigation:** The charity will investigate the matter fairly and confidentially, involving all relevant parties.
3. **Outcome:** Appropriate action will be taken based on the findings, including potential disciplinary measures for the individuals involved.

All complaints will be treated seriously, fairly, and without prejudice. Retaliation against anyone who raises a concern is strictly prohibited.

*This policy may be revised at any time with the agreement of a majority of the trustees.*