

GUIDELINE: WHAT IS DISCRIMINATION?

U3A Croydon recognises that prohibiting discriminatory policies and practices is both a legal obligation and good practice. Discrimination is a breach of U3A Croydon's Code of Conduct policy and any complaints of discrimination will be responded to in accordance with U3A Croydon's Conflict Resolution policy.

Discrimination consists of treating an individual with a particular attribute less favourably than an individual without that attribute. It can also involve seeking to impose a condition or requirement on a person with an attribute who does not or cannot comply, while people without that attribute do/can comply.

Discrimination includes, but is not limited to, that which relates to:

- gender
- marital/domestic status
- disability
- race, colour, national extraction, social origin, descent, and ethnic or national origin
- age
- family responsibilities, family status, status as a parent, grand parent or carer
- sexuality, transsexuality or transgender
- religious or political beliefs or activities
- medical record, including HIV/AIDS vilification
- criminal record.

What you should do if you feel you have been subject to discrimination:

- Notify the Secretary, who will forward your complaint to the President for further action.

What happens after you have lodged a complaint of discrimination?:

- The President will appoint someone to investigate the complaint and explain the process for resolving the issue with you.
- The person investigating your claim will discuss the matter with the person accused of discriminating against you, outline the complaint against them and obtain their response.
- You will be given the option of: lodging the complaint and letting a U3A Croydon officer assess the complaint, or proceeding with a negotiation process, or going immediately to a formal grievance procedure.
- You will not be treated unfairly as a result of lodging a complaint.

For more information you can review:

- U3A Croydon's Code of Conduct Policy
- U3A Croydon's Conflict Resolution Policy

You can download a copy of these policies from our website or view a copy in the office.