

# Diversity, Equity, and Inclusion

## Policy

### Aims

1. We aim to treat everyone who engages with the Society equally, regardless of their age<sup>1</sup>, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### Diversity

2. Peak and Northern Footpaths Society is open to all adults. We aim to promote a range of volunteering opportunities to suit the interests of a wide variety of people.

### Inclusion and Respect

3. Everyone engaging with Peak and Northern Footpaths Society should be made to feel equally welcome and included at all member meetings and events.
  - 3.1. Where notified in advance, the Society will make all reasonably practicable adjustments to enable Members to participate in meetings and events.
4. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in our Society.

### Dealing with Discrimination and Harassment

5. If anyone engaging with Peak and Northern Footpaths Society feels they have been discriminated against or harassed they should notify the Chair in line with our Code of Conduct.

### Implementation and Quality Assurance

6. This Policy will be reviewed at least annually by the Managing Committee, but can be reviewed at any time if legislation, best practice, or other circumstances indicate this is necessary.

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<sup>1</sup> In line with the Society's constitution, membership is open to all adults (18+). Honorary membership is restricted to people over the age of 65.

## Version History

| Version    | Summary of changes   | Effective from: | Effective to: |
|------------|--|-----------------|---------------|
| <b>1.0</b> | First version  | 2019-03-29      | 2024-05-24    |
| <b>2.0</b> | Minor revisions and simplification to refer to Code of Conduct for breaches or complaints. | 2024-05-24      |               |