

# Policy on Equality within GMFA

## 1. Purpose of this policy

- 1.1 To ensure that all people are treated fairly when employed by GMFA.
- 1.2 To ensure that all GMFA volunteers are treated fairly by GMFA and its employees.
- 1.3 To ensure that there is a clear understanding as to why GMFA does not provide services equally to all men who have sex with men.
- 1.4 To ensure that the issues related to equality are reflected in all GMFA policy and practise.

## 2. Definitions

- 2.1 Generally there are two ways in which people can be discriminated against.
- 2.2 **Direct Discrimination** - This is where a person suffers disadvantage because he s/he is being treated less favourably from other people because of his/her age, race, nationality, religion, disability, gender, sexuality or HIV status.
- 2.3 **Indirect discrimination** - This occurs when rules, requirements, organisational culture or conditions that appear to be fair — because they apply equally to everyone — can be shown to put people from the groups outlined above at a much greater disadvantage than others, and the rules cannot be objectively justified.
- 2.4 **Equitable** – This is defined as something to supplement the normal rules of equality in order to bring about fairness.

## 3. Statement of intent

- 3.1 GMFA will take steps to eradicate both direct and indirect discrimination within GMFA through its policy and the enactment of policy. Moreover, GMFA is committed to taking positive action to fight discrimination in all areas of its work. This policy is part of that commitment.
- 3.2 Furthermore, GMFA policy will be written and enacted so that all volunteers and employees are treated fairly, when discrimination with regard to the above groups is not an issue.

#### **4. Employment**

- 4.1 GMFA wishes to employ the best possible staff and therefore intends to ensure equality of opportunity so that no person should be disadvantaged in seeking employment, or for any other reason during their employment with GMFA, on the grounds of age, race, nationality, religion, disability, gender, sexuality or HIV status. Moreover, GMFA will put in place employment policy to ensure that all employees within similar posts are treated equally, and when relevant, employee's across different posts are treated equally.

#### **5. Volunteers**

- 5.1 GMFA is committed to its volunteer base reflecting the full diversity of gay men, and seeks to recruit and retain volunteers irrespective of age, race, nationality, religion, disability, gender, sexuality or HIV status.
- 5.2 GMFA may conduct targeted recruitment campaigns where serious under representation occurs of any particular group of gay men.
- 5.3 The Board of Directors believe that health promotion for gay men is fundamentally enhanced when community members collectively have a crucial role in the development and delivery of interventions. Consequently GMFA will need to disproportionately attract gay men to enact this mission statement. However, people who are not gay men are welcomed as volunteers within GMFA and GMFA will not tolerate any discrimination against volunteers with regard to (but not restricted to) their sexuality or gender.
- 5.4 All GMFA volunteers will have equal access to roles within GMFA except for roles which are restricted due to the skills required to perform the role.

#### **6. Services to gay men**

- 6.1 GMFA will not attempt to provide services to gay men on an equal basis, but rather on an equitable basis. Different sub populations of gay men have varying levels of need in relation to health promotion. Consequently, GMFA at times, will attempt to target interventions at distinct sub populations of gay men. Furthermore, GMFA will attempt to make some interventions more appropriate for different sub populations of gay men.
- 6.2 When interventions are being developed that are not attempting to reach all gay men equally or are deliberately not equally appropriate for all gay men, the target group and the research that indicates the rationale for the intervention must be clearly stated in the ASTOR.

## **7. GMFA policies**

- 7.1 All GMFA policy will be written and enacted to reflect the spirit of equality and equity expressed within this policy.

## **8. Dissemination of policy**

- 8.1 This policy will go to all employees and volunteers and be included in any employee and volunteer induction.

## **9. Review**

- 9.1 This policy will be reviewed every four years
- 9.2 This policy was passed in 1998
- 9.3 This policy was updated on 22/07/04
- 9.4 This policy was amended on 26/10/06
- 9.5 This policy was reviewed and amended on 27/02/08