

Ladies Association of British Barbershop Singers
... leading the way in harmony



**Anti-discrimination
&
Equal Opportunities Policy**

Policy prepared by: Ladies Association of British Barbershop Singers herein known as LABBS

Approved by Board: November 2020

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www.labbs.org.uk

Registered Office: Whitesides, Lister House, Lister Hill, Horsforth LS18 5AZ

Registered as a company in England & Wales No: 08380019; Registered Charity No: 1151161; VAT reg. no. 285 4068 80

The LABBS Board is committed to creating a diverse association with an inclusive culture where everyone is accepted and can thrive.

The Ladies Association of British Barbershop Singers recognises that everyone has a right to equal opportunity within our Association. Singing belongs to everyone and should be enjoyed equally by all. Our commitment is to confront and eliminate discrimination whether by reason of Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual orientation and to encourage equal opportunities.

The purpose of this policy is: -

To inform all our members that we will not tolerate any discriminatory behaviour in relation to the activities of the Ladies Association of British Barbershop Singers. We will not treat anyone less favourably on the grounds of Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation and we will encourage equal opportunities. This policy applies to all members and at all levels and everyone has a responsibility to follow this policy by behaving in an anti-discriminatory way.

Please refer to the link below for advice on gender reassignment discrimination from the Equalities and Human Rights Commission.

<https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignment-discrimination>

LABBS will not tolerate: -

Any sexually or racially based harassment or any other discriminatory behaviour whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Breaches of this policy

LABBS is committed to a policy of equal treatment of all members of whatever level or authority and to adhere and abide by this policy within our Association. In the event that the Board is notified of any breaches to this policy, positive steps will be taken to prevent a re-occurrence of this and will be considered in line with the Rules of the Association contained within the Articles and Annexes of the Ladies Association of British Barbershop Singers. These rules can be found on the LABBS website at the following location:

<http://www.labbs.org.uk/documents/constitution.shtml>

LABBS will ensure that all members are aware of this policy and it should be read in conjunction with the Articles of Association and Annexes of the Ladies Association of British Barbershop Singers.

LABBS is committed to reviewing this policy on a regular basis.