



Woman's Association for Networking and Development
Empowering women to become agents for their own change

Equality and Diversity Policy

Policy Statement

WAND UK – Equality, Diversity & Inclusion Policy (Simplified)

Our Commitment: WAND UK believes everyone should be treated fairly and with respect. We are against all forms of discrimination, including those based on race, gender, age, disability, religion, sexual orientation, income, or background.

What We Stand For:

- **Equality:** Everyone should have the same chances in life, no matter their background or identity.
- **Diversity:** We value and celebrate differences among people. These differences make us stronger.
- **Inclusion:** Everyone should feel welcome, safe, and respected in our organisation.

Our Actions:

- We will challenge unfair treatment and encourage others to do the same.
- We aim to build a culture that respects and values everyone's unique qualities.
- All staff, volunteers, and committee members will be informed about this policy and expected to support it.

What We Expect:

- No discrimination, bullying, or harassment will be tolerated.
- Offensive or discriminatory remarks are not allowed in meetings or activities.
- Everyone (staff, volunteers, members) must report any incidents of discrimination or harassment.
- All complaints will be taken seriously, handled confidentially, and dealt with promptly.

Contact for Complaints: If you experience or witness discrimination, contact: **Gladys Sheriff**
Coordinator, Management Committee Gladys@wanduk.org or the CEO
Ali@wanduk.org

The full and in-depth version of the above policy is available if you so wish