

U3A Redlands Anti-Discrimination Policy

Background

The *Anti-Discrimination Act* provides protection from unlawful discrimination (direct or indirect) on the basis of attributes including, but not limited to: gender, sexuality, age, race, religion, impairment or disability, political beliefs or activity, family responsibilities, discriminatory advertising or unlawful requests for information.

Policy Statement

U3A Redlands (U3AR) is committed to providing an accepting, inclusive, safe, and friendly environment free from bias or prejudice. This policy is to be read in conjunction with the Code of Conduct.

U3AR will:

- treat all members and applicants equally, without discrimination based on age, disability, or any other attribute such as colour, race, religion, gender, political beliefs or individual circumstances. [*Clause 3(A)2. of the Constitution relates*]
- Endeavour to accommodate individuals with impairments or special needs wherever reasonably possible.
- Promote awareness of and compliance with anti-discrimination legislation among all personnel.
- Facilitate reasonable adjustments to programs or environments, provided these do not impose undue financial or logistical burdens.

Special Needs

Members or applicants with disabilities or special needs should:

- Identify any support or adjustments required for participation.
- Collaborate with the U3AR management to assess and discuss required accommodation. This may require consultation with a relevant tutor.
- If required, be accompanied by a carer to assist their participation and ensure that the carer remains present throughout any U3A activity.

U3AR will endeavour to implement reasonable adjustments that:

- do not alter the fundamental nature of the course;
- do not incur excessive cost;
- do not require a change of venue that cannot be accommodated because of cost or unavailability.
- do not require a change to the timetable that cannot be reasonably accommodated.

Complex or high-cost adjustments requiring structural modifications must be referred to the Management Committee to assess whether the adjustment is reasonable or constitutes an unjustifiable hardship.

If an assistance animal is required to accompany a member, any concerns about safety or medical issues relating to animals on premises must be discussed with the Tutor Liaison Officer. If the issue cannot be resolved, the Management Committee will investigate the matter and respond in writing.

Authorisation and Review

Approved By:	U3AR Management Committee
Approval Date:	13/08/2025
Review Date:	13/08/2027
Related Documents:	- Constitution - Code of Conduct - Tutor Handbook