

11/12/2023

The HERstory Project Equality and Inclusion Policy

Last Updated: 11/12/2023

The HERstory Project is committed to fostering an inclusive and equitable community that celebrates diversity and embraces the richness of varied experiences. This Equality and Inclusion Policy outlines our dedication to promoting equality, diversity, and inclusion within our organization.

1. Commitment to Equality

- 1.1. Equal Opportunities: The HERstory Project is dedicated to providing equal opportunities to all individuals, irrespective of race, ethnicity, gender, sexual orientation, age, disability, religion, or any other characteristic protected by applicable laws.
- 1.2. Inclusive Environment: We aim to create an inclusive environment that respects and values the contributions of every community member.

2. Anti-Discrimination

- 2.1. Non-Discrimination: Discrimination of any form, including but not limited to harassment, bullying, or exclusion, will not be tolerated.
- 2.2. Zero-Tolerance: We maintain a zero-tolerance policy for discriminatory actions or behaviours, and appropriate action will be taken against any violation of this policy.

3. Accessibility

- 3.1. Accessible Resources: The HERstory Project is committed to making our resources and information accessible to all individuals, including those with disabilities. We will strive to provide alternative formats and accommodations as needed.

4. Representation and Visibility

- 4.1. Diverse Representation: We recognize the importance of diverse representation in the stories we tell, the content we create, and the individuals involved in The HERstory Project.
- 4.2. Amplification: We actively seek to amplify the voices of underrepresented communities, ensuring their stories are told and heard.
- 4.3. Educational Initiatives: We will support and promote educational initiatives that contribute to a better understanding of equality and inclusion.

5. Reporting and Accountability

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- 5.1. Reporting Mechanism: The HERstory Project will establish a confidential reporting mechanism for any incidents of discrimination, harassment, or violation of this Equality and Inclusion Policy.
- 5.2. Accountability: Individuals found to be in violation of this policy may face disciplinary action, including warnings, suspension, or removal from the community, depending on the nature and severity of the offense.

6. Continuous Improvement

- 6.1. Feedback Welcome: The HERstory Project values feedback from its community members. Suggestions for improvement regarding our equality and inclusion efforts are encouraged and appreciated. Please submit any feedback via the Contact us Feedback form on our site.

7. Review and Revision

- 7.1. Regular Review: This policy will be regularly reviewed to ensure its effectiveness and relevance. Changes will be communicated to the community as necessary.

By participating in The HERstory Project, you affirm your commitment to these principles of equality and inclusion. Together, we strive to create a welcoming community that celebrates the richness of diverse histories and experiences.