



**Nisa-Nashim**

Jewish Muslim Women's Network

## **Nisa-Nashim's Statement on Equal Opportunities**

Nisa-Nashim is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not) and believes that this prevents potential and ability from being realised in young people and others. Nisa-Nashim will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status

Nisa-Nashim accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

Nisa-Nashim recognises that some users of its services may, because of their past or present distress or illness, say or do things, which would otherwise be unacceptable and incompatible with Nisa-Nashim's Equal Opportunities Policy. Nisa-Nashim will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed

Nisa-Nashim is a registered charity, no. 1175728 and a private limited company limited by guarantee no. 10397556. Registered office - 32 Elsworth Road, London NW3 3DL.



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person. Nisa-Nashim reserves the right to open its membership to any organisation who supports our aims and objectives. However, it will exclude from membership those organisations that actively work against the development of an equal opportunities policy over time, despite encouragement from Nisa-Nashim. Nisa-Nashim realises that a genuine commitment to equal opportunities must operate on all levels: Nisa-Nashim will prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures. Nisa-Nashim will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work. This involves the development of greater diversity in the management committee, networks and membership, to ensure a genuinely wide representation.