

# Equality, Diversity and Inclusion (EDI) Policy

At Digital Unite we are committed to working towards bringing an end to the digital divide. We understand that some of the most digitally excluded are those that are most marginalised in society. We are dedicated to promoting equality, diversity, and inclusion (EDI) within our organisation and in our interactions with others. We believe that being an inclusive organisation benefits everyone, enhances innovation, and strengthens our societies. This policy outlines our commitment to EDI and provides guidelines for ensuring that all individuals we interact with are treated fairly and with respect.

This policy aims to:

- Promote equality, diversity, and inclusion within our organisation.
- Ensure fair treatment and respect for all employees, volunteers, clients, and contractors.
- Comply with the Equality Act 2010 and other relevant legislation.

In this policy we define the terms used as follows:

**Equality** means ensuring that no individual or group is treated less favourably based on characteristics such as age, disability, gender, marital status, pregnancy, race, religion, or sexual orientation.

**Diversity** is the differences between individuals and the variety of perspectives they bring. We actively seek to create a diverse workforce and community.

**Inclusion** means creating an environment where everyone feels welcomed, valued, and supported. We encourage the participation of all individuals in our activities and decision-making processes.

## Our commitment

We're committed to a culture and working practices which recognises and values diversity and inclusion in the delivery of our business goals. Digital Unite employees and contractors of Digital Unite, are expected to:

- Treat everyone with fairness and respect and encourage inclusive environments where individual differences and contributions are valued.
- Prevent direct or indirect discrimination based on characteristics, including age, disability, gender reassignment/identity, marriage and civil partnership status, pregnancy and maternity, race, colour, nationality, religion or belief, sex and sexual orientation, caring responsibilities or socio-economic factors.
- Use positive and non-discriminative language in all communications- refer to our preferred terminology list (Appendix 1)
- Provide services or content that meet the highest accessibility standards possible.
- Challenge discrimination wherever it occurs and report any perceived infringement of this policy to the Chief Executive Officer (CEO).
- Where appropriate, seek out opportunities to encourage under-represented groups and individuals to participate in the development of our services and ensure the promotion of opportunities to them.

## Dealing with discrimination and harassment

Any incidents of discrimination, harassment, or bullying will be taken seriously and dealt with promptly. We will have a zero-tolerance approach to unfair discrimination at every level.

Any complaints regarding discrimination should be made to the CEO (Emma Weston [emma.weston@digitalunite.com](mailto:emma.weston@digitalunite.com) ) in the first instance.