

## **Leicester U3A - EQUAL OPPORTUNITIES POLICY DECLARATION**

### **PRINCIPLES OF THE THIRD AGE MOVEMENT**

The U3A movement is non-religious and non-political and has three main principles:

#### *The Third Age Principle*

- Membership of a U3A is open to all in their third age, which is defined not by a particular age but by a period in life in which full time employment has ceased.
- Members promote the values of lifelong learning and the positive attributes of belonging to a U3A.
- Members should do all they can to ensure that people wanting to join a U3A can do so.

### **EQUAL OPPORTUNITIES POLICY DECLARATION**

All affiliated Universities of the Third Age (U3As) pursue an equal opportunities policy and as far as it is within their power to do so, provide equality of treatment to any person in their third age regardless of:-

- Educational background
- Sex (including: sexual orientation; sex; marital status; civil partnership status; and gender reassignment)
- Race or racial group (including colour, nationality and ethnic or national origins)
- Religion or belief
- Disability
- Social status

U3As are committed to the furtherance of fair treatment and the absence of discrimination in all their activities and strive to achieve a membership which reflects the composition of the community they serve.

*Adopted November 2021*

*Review due November 2024*