



*Heroes and Heroines CIC*



*Heroes and Heroines Community Interest Company*

# Heroes and Heroines CIC Equal Opportunities and Diversity Policy

## Introduction

Heroes and Heroines Community Interest Company (CIC) is committed to promoting equality, diversity, and inclusion within our Live Action Role-Playing (LARP) community. We believe that everyone should have equal access to our events and activities, regardless of their background, identity, or abilities. This Equal Opportunities and Diversity Policy outlines our commitment to creating a welcoming and inclusive environment for all participants.

## Scope

This policy applies to all members, volunteers, participants, staff, and stakeholders associated with Heroes and Heroines CIC, including our LARP events, online platforms, and any other activities organised by the company.

## Equal Opportunities

Heroes and Heroines CIC is committed to providing equal opportunities for all individuals. We will not discriminate against anyone on the basis of:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy and maternity
- Race (including colour, nationality, or ethnic origin)
- Religion or belief
- Sex or gender
- Sexual orientation



## Diversity and Inclusion

We value and celebrate diversity within our LARP community. We actively encourage the participation of individuals from all backgrounds, including those from underrepresented groups. We recognise the importance of different perspectives and experiences in enriching our events and enhancing creativity.

## Responsibilities

- **Board of Directors:** The Board of Directors of Heroes and Heroines CIC is responsible for ensuring the implementation and monitoring of this policy. They will also lead by example in promoting diversity and inclusion within the organisation.
- **Event Organisers and Referee Team:** Event organisers and the Referee Team have a responsibility to create inclusive and accessible events. They should be aware of the needs and preferences of participants and make reasonable accommodations to ensure everyone can participate fully.
- **Participants:** All participants are expected to respect and adhere to this policy. Discriminatory behaviour, harassment, or any form of prejudice will not be tolerated within Heroes and Heroines CIC events or activities.

## Accessibility

Heroes and Heroines CIC is committed to making our LARP events and activities accessible to all. We will:

- Provide information about the accessibility of our events in advance.
- Make reasonable accommodations for participants with disabilities.
- Ensure that event locations are accessible to the best extent possible.
- Provide assistance for participants who require additional support.



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## Reporting and Complaints

Heroes and Heroines CIC takes all complaints of discrimination or harassment seriously. Individuals who believe they have experienced or witnessed such behaviour are encouraged to report it to event Referees and organisers or the Board of Directors. Complaints will be handled confidentially and promptly, and appropriate action will be taken to address any issues.

## Training and Awareness

We will provide training and resources to all members and volunteers to promote understanding and awareness of diversity and inclusion issues. We believe that education is key to creating a more inclusive LARP community.

## Review and Monitoring

This policy will be reviewed periodically by the Board of Directors to ensure its effectiveness and relevance. Any necessary revisions will be made to reflect changes in legislation or best practices.

## Conclusion

Heroes and Heroines CIC is committed to fostering a diverse, inclusive, and welcoming environment for all members of our LARP community. We believe that by working together, we can create a more equitable and enjoyable experience for everyone. This Equal Opportunities and Diversity Policy is a testament to our dedication to these principles.

Date of Adoption: [Insert Date]

Signed by: [Name of Organization Representative]

Position: [Position]

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