



EQUALITY POLICY

We support everyone in our community to understand that negative messages or stereotypes based on real or perceived differences are unacceptable and inconsistent with our commitment to equality, diversity and inclusion.

Age

We believe it is positive to have a community of different generations and ages and to encourage the contributions of children, young people and adults of different ages including seniors across the range of our work.

We require our staff, members, partners and suppliers to ensure that there is no unjustified age discrimination in work related activities.

As universal access to opportunities is embedded in FabLab's mission, we believe this approach will promote inclusion and enhanced knowledge exchange.

Disability

We are committed to addressing unjustified discrimination against disabled people and to promoting the inclusion of disabled people in public life. We recognise disability as a broad concept that includes physical, cognitive, and mental health issues and long-standing and fluctuating health conditions.

We acknowledge that people are often not disabled through their own individual impairments or relative ability, but through common social attitudes and physical and attitudinal barriers which result in marginalisation and lack of access to full human rights.

We aspire to address this by consciously identifying and removing such barriers, making reasonable adjustments, and promoting the social model of disability.

Gender

We are committed to tackling gender discrimination. Our focus is on promoting equality and eradicating unjustified discrimination in relation to women and girls in our community. We also seek to address inequalities experienced by men and boys and seek ways to ensure that they are not disadvantaged by or excluded from the work that we do.

We recognise that people are subjected to discrimination based on their gender reassignment, or perceived gender reassignment, or because they are transgender, intersex or hold another gender identity which may include gender fluidity. We aim to offer appropriate support, within the workplace and in the course of our activities, to enable everyone to be recognised as they wish.

Race/Ethnicity and Culture

We recognise that racial discrimination is a complex phenomenon which can be based on grounds of race, nationality, religion, culture and/or colour and other physical markers linked to ethnic belonging.

We believe that our work is enriched by the different ethnic/racial, cultural groups and travelling communities we engage with and that cultural relations has an important role to play in mutual understanding and exchange.

We require all staff, members, partners and suppliers to ensure no unjustified discrimination on grounds of race/ethnicity occurs and to promote positive and equitable relations between different races/ethnicities and cultures.

Religion and Belief

We value and respect the religions/beliefs held by our staff, members, visitors, partners and collaborators and in the communities in which we operate, including those of no religion or belief. We try to ensure that needs and preferences are met.

Sexual Orientation

We are committed to supporting lesbian, gay, bisexual and heterosexual people to feel included and valued.

Whilst we respect the right of individuals to be open, or otherwise, about their sexual identity we recognise that sexual minorities can face especial challenges and be fearful of doing so in the workplace and beyond due to homophobia and heterosexism, as well as persecution.

We are committed to tackling discrimination and harassment against lesbian, gay, bisexual community members and to supporting their inclusion.

We hold that negative messages or stereotypes on the basis of actual or perceived sexual orientation are unacceptable and inconsistent with our commitment to equality, diversity and inclusion.



*Association Digital Fabrication "FabLab"
Bosnia and Herzegovina*