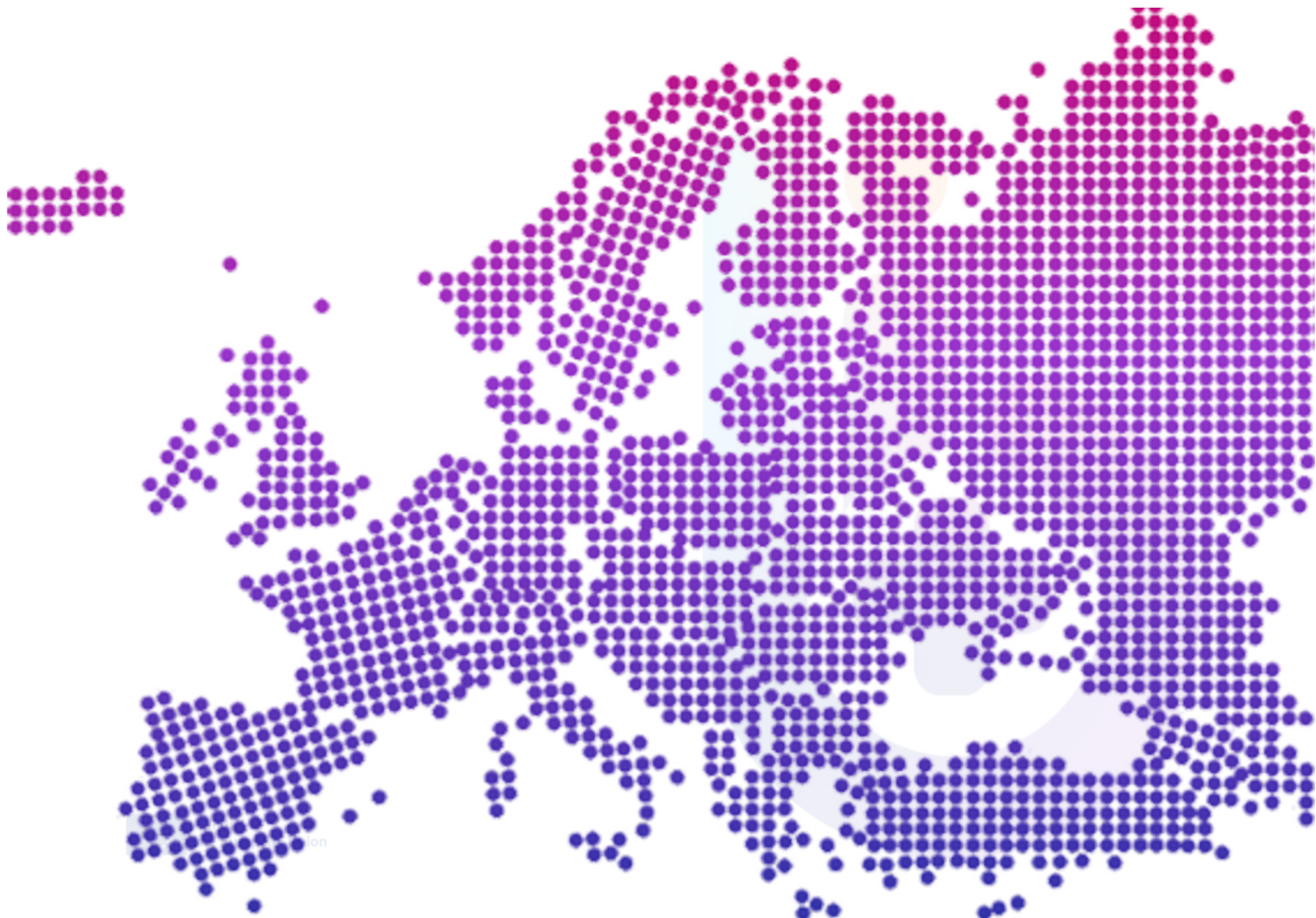


Bi+ Equal

Shaping The Future

Anti-Discrimination Policy

Bi+ Equal Project Governance Team Proposals
October 10 2025



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Anti-Discrimination Policy

Draft 1, October 2025

1. Purpose and Legal Framework

Bi+ Equal is dedicated to ensuring that all individuals who engage with our organisation experience equitable, respectful, and inclusive treatment. Discrimination in any form contradicts our mission to advance human rights, equity, and belonging for bi+ people and all communities we represent. This policy outlines Bi+ Equal's commitment to preventing and addressing discrimination, and to fostering a culture where diversity, intersectionality, and inclusion are actively celebrated.

Bi+ Equal upholds all legal obligations prohibiting discrimination under Dutch and international law, including the right to equal treatment and dignity. Yet, we recognise that laws alone do not always capture the full range of harm or power dynamics experienced by bi+ people and other underrepresented groups. This policy, therefore, goes beyond compliance — it reflects our collective commitment to decolonised care, accountability, and safety in all Bi+ Equal spaces.

2. Scope

This policy applies to:

- Members of the Bi+ Equal Board & Satellite Entities
- Members of the Bi+ Equal Staff
- Community members (individual members and representatives of organisations and groups)
- Representatives of Partners of Bi+ Equal
- Representatives of Friends of Bi+ Equal
- Any participants of events/spaces hosted by Bi+ Equal

It applies to all contexts where Bi+ Equal operates, both online and offline.

3. Our Values and Commitments

Bi+ Equal is a pan-European member-based organisation, whose aim is to end and counter bi+ erasure and invisibilisation in social, political and economic aspects of human lives, protect, advance and advocate for the human rights, freedom, equity and equality, access to care, dignity, non-discrimination, security and belonging of bi+ people in pan-European region, through community building, advocacy, awareness raising and knowledge sharing.

Bi+ Equal honors the diversity of lived experiences in relation to power and acknowledges intersectional privileges, challenges, and all forms of intersectional oppressions. We position ourselves as an anti-racist, intersectional feminist, trans and gender diverse inclusive organisation.

Our commitments include:

- **Intersectional Equity:** Recognising overlapping systems of power, privilege and oppression and ensuring fairness in all decisions.
- **Representation:** Promoting diverse voices, especially those most underrepresented within bi+ communities.
- **Accessibility:** Making participation and decision-making processes inclusive and barrier-free.
- **Transparency and Accountability:** Ensuring our governance and operations reflect our values.
- **Collective Learning:** Continuously reviewing and improving our practices.

4. What Constitutes Discrimination?

Discrimination occurs when an individual or group is treated less favourably, excluded, or disadvantaged based on their identity, perceived identity, or association with a particular group.

Protected and relevant characteristics include, but are not limited to:

- Sexual orientation, gender identity, expression, and characteristics
- Race, ethnicity, colour, nationality, ancestry, or immigration status
- Mental and/or physical visible and/or invisible (dis)abilities
- Age, class, or socioeconomic status
- Religion or belief
- Body type, HIV status, family status, or marital status
- Linguistic and communication capacity

Discrimination may be intersectional and multiple aspects of a person's identity aggravate discrimination. They can be:

- **Direct:** Intentional unfair treatment based on identity.
- **Indirect:** Policies or practices that disproportionately disadvantage a group.
- **Institutional:** When systems or norms perpetuate inequity, even unintentionally.

5. Responsibilities

All individuals listed under Article no. 2 of this policy are expected to:

- Uphold the principles of equity, inclusion, and respect.
- Challenge discriminatory behaviour or structures when safe to do so.
- Engage in learning and reflection about privilege, bias, and power.
- Support collective accountability and care.

The Board and leadership at the office have a particular responsibility to:

- Model inclusive and equitable behaviour.
- Ensure governance and recruitment processes are transparent and fair.
- Provide training and guidance to prevent discrimination.
- Respond promptly and fairly to any reported incident.

6. Reporting and Resolution

Individuals who experience or witness discrimination can report it to:

- The Bi+ Equal, Board

and/or

- The Safeguarding or Mediation Person (designated by the Board)

Reports will be acknowledged promptly, handled confidentially, and addressed through a restorative and equitable process, prioritising dialogue, accountability, and structural change where needed.

Outcomes may include:

- Education and reflection processes
- Mediation or facilitated conversation
- Revision of discriminatory practices or policies
- Temporary suspension or exclusion from Bi+ Equal membership
- Temporary suspension or exclusion from the Board, Satellite Entities, and Staff

7. Building a Culture of Equity

Beyond responding to incidents, Bi+ Equal commits to a proactive approach by:

- Conducting periodic reviews of policies and procedures to identify bias.
- Ensuring event and communication accessibility.
- Valuing lived experiences in decision-making processes.

8. Confidentiality and Care

All reports will be treated confidentially and respectfully. Retaliation or victimisation against anyone who raises concerns or supports another person in doing so will not be tolerated.

9. Monitoring and Review

To ensure ongoing relevance and effectiveness in realising Bi+ Equal's vision of equity, dignity, safety and belonging for all, this policy will be reviewed regularly by the Board. Any changes to this policy will be subject to the approval of the Community Members.