

Consett & District Photographic Society - Equality and Diversity Policy

Aims

At Consett & District Photographic Society, we aim to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every member equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, nationality, religion or belief, sex, or sexual orientation.

Accessibility

All our meetings are held in venues that are accessible to wheelchair users. Any events and outings we will try to accommodate wheelchair users and others where physical access may prove difficult.

We are committed to ensuring any member of the Society is able to attend our activities, so we will reassess our access requirements to meet the needs of new tenants.

Diversity

We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. The Society aims to be open to new ideas.

Inclusion and respect

Every member of Consett & District Photographic Society should be made to feel equally welcome and included at all the Society meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Society.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Society or harassed at a Society event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Society as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Society's constitution.

Acceptance & Review

This policy has been adopted by the committee and will be reviewed every 2 years.

Date: 1st April 2018

Review

This policy has been reviewed and updated: 9th April 2020