

ASHINGTON CAMERA CLUB



EQUALITY, DIVERSITY AND INCLUSION

STATEMENT OF INTENT

Ashington Camera Club is fully committed to promoting equality, diversity and inclusion. We believe that everyone should have the opportunity to participate in the club's activities in a safe respectful manner. We do not tolerate any form of discrimination.

EQUAL OPPORTUNITIES.

We will treat all members and visitors fairly and equally, regardless of:

- Age
- Disability (visible or invisible)
- Race, ethnicity or nationality
- Religion or belief
- Sex, sexual orientation or gender reassignment
- Social or economic background

OUR RESPONSIBILITIES

As a club we will:

- Make reasonable adjustments to ensure our activities and events and facilities are as accessible as possible
- Always promote inclusive language respectful behaviour
- Ensure all members understand that they are responsible for upholding this policy

CODE OF CONDUCT FOR MEMBERS

All members are expected to:

- Treat every person with dignity and respect
- Refrain from using offensive or discriminatory language
- Never bully harass or intimidate another individual

REPORTING A CONCERN

If you experience or witness any form of discrimination or harassment, please bring it to the attention of any member of the committee.

All complaints will be taken seriously and resolved fairly. Any member in breach of this policy may face disciplinary action up to and including having their club membership terminated. Please refer to the club's Complaints Procedure.