

## **Bromsgrove Photographic Society - Equal Opportunities Policy**

1. The Bromsgrove Photographic Society (hereafter 'the Society') is committed to a policy of equal opportunity in its membership, activities and usage practices
2. In particular the Society aims to ensure that no member or visitor receives more or less favourable treatment on the grounds of race, colour, ethnic or national origins, marital status, sex, sexual orientation, disability, religious beliefs or age
3. Membership criteria and procedures are regularly reviewed to ensure that individuals are not deterred from applying for membership or usage of the Society's facilities due to any restrictive practices of the Society
4. It is the duty of all members to accept their personal responsibilities for the practical application of the Society's policies but at the same time the General Committee acknowledge that specific responsibilities fall upon those members with responsibilities for recruitment and membership liaison.
5. Any members or visitors who feel that they have been inequitably treated within the scope of this policy, or consider this policy to cause them an unequal situation may in the first instance take up their grievance with the committee member responsible for membership liaison who will investigate the complaint with a view to correcting the error
6. The General Committee is empowered to expel any member who actively discriminates against **a)** any other member of the Society or **b)** a person appointed by the General Committee for the service of the Society
7. To ensure that this Policy is consistently applied, co-ordinating responsibilities have been assigned to members of the General Committee who will monitor the operation of the policy annually. A copy of this policy will be displayed on all notice boards within the Clubrooms. Membership of the Society will be conditional on acceptance of this policy
8. The General Committee is committed to making this Policy properly effective
9. Recruitment of members. The General Committee will make itself aware of advertisements and publicity for any of the Society's activities to ensure that the wording contains no indirect or direct discrimination
10. Disabled members and disabled visitors will be given equal opportunity to participate in all of the activities within the Society. The General Committee will constantly endeavour to provide physical access for disabled persons to all of our facilities
11. Whilst the effectiveness of this policy depends on its implementation by all members of the Society, the responsibility for the policy will lie with the General Committee. Monitoring of the policy will be carried out by the General Committee who will provide a report once a year to the Annual General Meeting. They will make recommendations for changes to the policy as they feel necessary.