



## AYLSHAM LOCAL HISTORY SOCIETY

### Equal opportunities policy

#### Statement of policy

The aim of this policy is to communicate the commitment of the Committee to the promotion of equality of opportunity in Aylsham Local History Society.

It is our policy to provide membership equality to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination.

#### To whom does this policy apply?

All Members of Aylsham Local History Society.

#### Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunity policy as misconduct which could lead to disciplinary proceedings

## **Implementation**

The Chairman has specific responsibility for the effective implementation of this policy. Each Committee Member also has responsibilities and we expect all Members to abide by the policy and help create an equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **Monitoring and review**

The effectiveness of our equal opportunities policy will be reviewed annually and action taken as necessary.

## **Complaints**

Any Member who believes that they have suffered any form of discrimination, harassment or victimisation is entitled to raise the matter with any Committee Member.

Every effort will be made to ensure that Members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation may result in withdrawal of Membership.