

The Historical Dance Society - Equal Opportunities Policy

Introduction

The Historical Dance Society (HDS) recognises that everyone has a contribution to make to our society and a right to equal opportunity. Providing equal opportunity is good management practice and makes sound sense.

Policy

Every trustee, associate, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No member, trustee or organisation/individual to whom we provide services will be discriminated against by us on the grounds of:

- gender (including gender re-assignment) and marital status
- race (including ethnic origin, colour, nationality and national origin)
- disability (physical and mental)
- sexual orientation
- religion or belief
- age.

We aim to promote equal opportunities, eliminate discrimination and harassment through:

- creating an environment in which our trustees, associates, members and beneficiaries are treated fairly and with respect (i.e., taking account of individual differences, the contributions of and the benefits received by such individuals)
- not tolerating any form of intimidation, bullying or harassment
- investigating and dealing with breaches of our equality opportunities policy. This will be regarded as misconduct and could lead to membership disqualification.

Implementation

The successful implementation of this policy depends on the awareness and commitment of all members and trustees. All new trustees and all those undertaking teaching work for the society will be made aware of its existence.

All members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the committee.

Guidance notes

This policy will be supplemented by guidance which the trustees agree from time to time.

Review

The policy will be kept under review by the trustees and reviewed annually. It may be changed or cancelled by them after due consideration at a committee meeting.