

# Sounds Familiar Community Choir

## Equal Opportunities Policy

### 1. Policy Statement

- 1.1 The Choir is committed to providing equal opportunities in the Group's activities and to avoiding unlawful discrimination against anyone that we have dealings with.
- 1.2 The aim of this policy is to communicate our commitment to the promotion of equality of opportunity in the Group. The policy is supported by the Committee. We reserve the right to amend the policy as necessary to meet any change in requirements or any change in legislation.
- 1.3 It is our policy to provide equality for all, irrespective of:
- age;
  - sex;
  - marital or family status;
  - gender reassignment;
  - disability;
  - pregnancy and maternity;
  - race (which includes colour, nationality and ethnic or national origins);
  - sexual orientation;
  - religion or belief.
- 1.4 All members and contacts will be treated fairly and selection for training or any other benefit will be on the basis of his or her relevant merits, aptitude and ability.
- 1.5 We are committed to:
- taking reasonable steps to prevent any form of direct or indirect discrimination or victimisation;
  - equal opportunities for all;
  - promoting an environment where people are treated with respect and dignity and where no form of intimidation or harassment will be tolerated;
  - taking reasonable steps to make sure that no member is placed at a disadvantage by requirements or conditions which cannot be justified, or which have a disproportionate adverse effect on people of a particular group;
  - challenging, appropriately, any forms of discrimination we may become aware of within the group.
- 1.6 Breaches of this policy will be treated seriously, and the Committee are committed to investigate any incidences and take appropriate action. Individuals can be held personally liable for acts of discrimination/harassment that they commit, authorise, contribute to or condone.

### 2 Individual responsibilities

- 2.1 Every individual is required to assist the Group to meet its commitment to provide equal opportunities and avoid unlawful discrimination.
- 2.2 Individuals can be held personally liable as well as, or instead of, the Group, for any act of unlawful discrimination.

### 3. Dignity and Respect

- 3.1 We are committed to creating an environment free of harassment and bullying, where everyone is treated with dignity and respect. Some harassment is unlawful discrimination and serious harassment may be a criminal offence.
- 3.2 The Group will treat complaints of bullying and harassment sensitively and maintain confidentiality to the maximum extent possible. Any instances of bullying and harassment are to be reported to the Committee for investigation.

Date.....

Signatures:

(Chair).....

(Secretary).....

Print Name .....

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