

Eden Valley Flix

Equal Opportunities Policy

INTRODUCTION:

Eden Valley Flix believes that no individual or family should be excluded from the group's activities on the grounds of age, gender, health, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to come to, or volunteer to help with, our group should have an equal chance to do so.

Membership

Eden Valley Flix is open to every member of the Armathwaite and Ainstable community.

Special Needs

The Centre recognizes that some of our members may have difficulties with physical access, or have vision and audio problems. We will make every effort to provide the equipment necessary to enable all community members to enjoy the films that we show. If anyone feels that there is something more we could do to improve our access, please contact a committee member.

Discriminatory Behaviour/Remarks

All volunteers will be made aware that discriminatory behaviour is not acceptable. Anyone attending the films who displays behaviour or remarks that discriminate against other members will be asked by the volunteer on duty to stop, and if refused, asked to leave.

Complaints Procedure

Eden Valley Flix is committed to learning and changing to ensure this policy is upheld. Any person who feels that this policy has not been upheld can make a complaint. This will be dealt with by the management committee. The committee will investigate the complaint, listening to all volunteers and individuals affected or involved. If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity. Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made in reference to Eden Valley Flix's constitution. We will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

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