

Milton Keynes Camcorder Club

Equal Opportunities & Diversity Policy Statement

In line with current legislation and relevant codes of practice, Milton Keynes Camcorder Club recognises the need to treat people *fairly* and *equally*. The club aims to ensure that members and external (i.e. non-member) volunteers behave in a **non-discriminatory manner*** toward other members of the club, volunteers or involved third parties, in respect of:

- Race, colour, nationality, ethnic or national origin
- Sex (gender), marital status and caring responsibilities
- Sexuality
- Age
- Physical or mental disability or mental ill health
- Political belief or religion
- Class
- Employment status
- Unrelated criminal convictions

It is the responsibility of the MKCC Committee to ensure that the policy is in operation and reviewed from time to time. Members are responsible for their own conduct and agree to abide by the policy as conditions of membership (i.e. as part of the constitution).

All incidents and behaviour perceived to be in breach of this policy statement must be reported direct to the committee. The committee will investigate all reports and take action as deemed appropriate. Members or volunteers found to be in serious breach of this policy would be required to leave the club.

MKCC encourages its members to embrace diversity in their productions but also to take sensible precautions before screening any likely controversial content, to ensure that the club is not brought into disrepute.

*Discriminatory behaviour may include, but is not limited to; name calling, using inappropriate addresses or nicknames, refusal to work with others due to any of the characteristics stated, deliberate exclusion from an activity or restriction of access to it, bullying.

Exemptions: Film and video content and the selection of specific actors to suit scripted character roles, are excluded from this policy (but only in respect of matching appearance and/or vocal abilities of scripted characters e.g. age, colour, body shape, voice, sex etc).