

CARDIFF ASTRONOMICAL SOCIETY EQUAL OPPORTUNITIES POLICY

1. Statement of Intent

Cardiff Astronomical Society is committed to taking positive steps to promote and sustain equal opportunities in all areas of its work. Clause 9 of the Constitution declares “*Membership of the CIO is open to anyone who is interested in furthering its purposes.*” Equal opportunities will underpin every aspect of all its operations and no one will be treated less favourably on the grounds of race, colour, nationality, ethnic origin, impairment, political or religious beliefs, gender, marital status, sexual orientation, language, HIV status, age or any other conditions or requirements which cannot be shown to be justified.

2. Responsibility of Individual Members

Cardiff Astronomical Society expects that all members should be aware of his or her behaviour towards others. Everyone should be treated equally, appropriately, with dignity and respect. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used e.g. sexist, racist, or homophobic jokes or terminology that is derogatory to someone with an impairment. Everyone should ensure that they do not behave in a way that could be regarded as harassment, discriminatory or offensive.

3. Trustees and CAS Committee Responsibility

The Trustees and the Committee have a duty to promote and sustain equality of opportunity by:

- Monitoring incidents of discrimination through reports made to members, the Trustees and the Committee.
- Taking prompt action to stop harassment or discrimination as it is identified.
- To challenge discrimination when appropriate.
- Establishing and maintaining an environment free from harassment.
- Clause 9(4) of the Constitution details the mechanism whereby the Trustees may “*decide that it is in the best interests of the CIO that the member in question should be removed from membership*”.

4. Implementation

This policy will be implemented and monitored accordingly. All members of the Society will receive a copy of this policy via the Handbook, Newsletter and/or Website and thereby be aware of its contents and requirements. The Trustees will review this policy annually. Where it is apparent that anyone is not being offered equality of opportunity, the Trustees will take immediate steps to address the matter and amend the policy as appropriate.

5. Definitions

Direct discrimination is generally an obvious and easily identifiable form of discrimination. It occurs when an individual is treated differently for example because of their race, colour, impairment or sexuality and where such treatment is less favourable than he or she would otherwise have received.

Indirect discrimination is not so obvious. An unnecessary condition or requirement may be imposed, which although applied to everybody, is more difficult for people from some groups in society to meet than others. This is indirect discrimination.

Harassment is defined as unwanted or abusive or insulting behaviour towards another individual. It causes that person to feel threatened, humiliated or harassed. Harassment may occur on a number of grounds including race, colour, impairment or sexuality

[This Equal Opportunities Policy was last updated on 9th December 2018]