

The Haslemere Players (the Society) is committed to equality of opportunity and respect for all members, associates and patrons.

The Society is opposed to any form of discrimination on grounds of sex, race, religious belief, colour, nationality, ethnicity, sexual orientation, age, social class, mental or physical disability.

The Society will seek, in its objectives to: 'to educate the public in the dramatic and operatic arts' and 'to encourage members to join and participate in the Society by organising social events' to offer equality of opportunity to all members and associates of the Society with respect to:

- access to and participation in any of the Society' activities
- promotion, selection and recruitment of members for roles within the Society, including the auditioning of roles for productions,
- the selection of shows
- reflecting the nature and diversity of the community in which the Society operates
- taking positive steps to ensure no forms of unlawful discrimination occur

The main committee of the Players will have responsibility for implementing and promoting equal opportunities within the Society, dealing with issues, routinely monitoring policies and procedures and making recommendations for action. The committee will also:

- promptly address equal opportunities issues at an individual and society level, through prescribed procedures for complaints and grievances (annexe 1)
- review the equal opportunities policy annually and revise, where appropriate, the policy and procedures in response to needs

Annexe 1.

The equal opportunities policy and procedures will be made available to all members, patrons and associates of the Society via its web site.

All members, patrons and associates should address, in the first instance, any complaints or

grievances to the Society's president, chairman, or any serving officer or committee member, to bring to the notice of the full committee, where appropriate, observing the possible need for confidentiality.

A written response to that complaint or grievance should be given to the complainant by the chairman, following the first full committee meeting after the complaint was received.