

OPEN MORRIS EQUALITY POLICY

Agreed by Officers: 30 August 2017

Reviewed: [date]

Amended: [date]

In this Policy document, “member” refers to Individual, Life and Honorary Members, OM Officials, and Member Sides.

Open Morris (OM) as an organisation is open to any group or individual involved in the performance of Morris Dancing or allied activities. All sides are welcome – mixed, male or female, as are dancers or musicians who wish to become individual members

In relation to equality, the key principles of OM as an organisation are therefore to:

- encourage equality and diversity in our members
- uphold the rights of our members regarding discrimination and equality;
- promote dignity and respect for our members;
- recognise the right to self-definition for our members;
- recognise and value individual differences.

OM will not discriminate unlawfully with regard to the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

OM will avoid all such forms of unlawful discrimination against any person –

- in dealing with applications for membership;
- when providing training and opportunities for our members;
- by taking all reasonable steps when planning events to make venues accessible;
- as a service provider; and
- when following the OM Complaints Policy and Procedures.

With this Policy, OM commits to creating an organisation free of bullying, harassment, victimisation and unlawful discrimination. In return, each member acknowledges that –

- they are responsible for assisting OM in preventing such acts;
- they are responsible for ensuring they adhere to the principles in this Policy; and
- they can be held liable for any unlawful discrimination.

OM will take seriously any complaint that may arise in the course of its activities. Any such complaint will be dealt with appropriately under our Complaints Policy and Procedures at <https://open-morris.org/about/documents/>

The OM Equality Policy informs every other OM policy and procedure, and OM will review this Policy and its impact on other OM documents every 3 years, or sooner if necessary to take account of changes in the law.