

# OPEN MORRIS EQUALITY POLICY

Implemented: 30<sup>th</sup> August 2017

Reviewed: 28<sup>th</sup> June 2020

Amended: 28<sup>th</sup> June 2020

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

Open Morris (OM) is open to groups or individuals involved in the performance of Morris Dancing or allied activities.

In relation to equality, the key principles of OM are:

- To ensure that Morris Dancing and allied activities may be enjoyed by anyone who wishes to participate or spectate
- To encourage equality and diversity in our members
- To uphold the rights of our members regarding discrimination and equality
- To promote dignity and respect for our members
- To recognise the right to self-definition for our members
- To 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 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
- When following the OM Complaints Policy and Procedures

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

- They are responsible for ensuring they adhere to the principles in this Policy
- They are responsible for assisting OM in preventing such acts
- 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.