



Equality and Diversity Policy

Aims

Cowes Film Club is open to all, subject to the category ratings of individual films. We aim to treat everyone attending equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy all maternity, race, religion or belief, sex or sexual orientation.

The committee is committed to avoiding discrimination on any of the above grounds. The committee is also committed to promoting equality and diversity in all aspects of the Club's operation.

Accessibility

The venue, Trinity Hall, The Grove, Cowes is accessible to wheelchair users, but it will be very helpful if people can contact the Club prior to screenings to ensure any necessary measures are in place to ensure easy access.

Inclusion and respect

All attending the Club should be made to feel equally welcome and included at meetings and events. Sexist, racist, homophobic, transphobic, or otherwise offensive and inflammatory remarks and behaviour are not acceptable and constitute harassment.

Dealing with discrimination and harassment

If any member/person feels they have been discriminated against by the Club or harassed at a Club event they should raise this with the committee.

The committee will investigate the complaint, listen to all members/ persons involved. If the complaint is against a committee member, that member will not be part of conducting the investigation. If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity. However, if the complaint is against the Club as a whole, the committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Club's constitution. The Club will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

The committee will monitor this policy periodically to judge its continuing effectiveness.

1st February 2024