

# Equal Opportunities Policy

Adopted at the Merthyr Tydfil Camera Club's AGM

It is the policy of Merthyr Tydfil Camera Club ("the club") to treat all members fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability, or union membership status.

Furthermore, the club will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to membership and every other aspect of club activity.

The club will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted, and otherwise treated according to their relevant individual abilities and merits.

The club is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the Chair of the club. However, all members are required to comply with the policy and to act in accordance with its objectives so that any barriers to equal opportunity are removed.

Any act of discrimination by members or any failure to comply with the terms of the policy will result in disciplinary action.