

Equal Opportunities Policy

1. Definitions

"the Association" - The Highland Mountain Culture Association Ltd

"the Directors" - The Association's Company Officers

"the Committee" – The Association's voluntary events planning team

"the Policy" - this Equal Opportunities Policy

"the Memorandum" - the Memorandum and Articles of Association of the Highland Mountain Culture Association Ltd

2. Responsibility

2.1. The Director(s) are responsible for all aspects of this policy, including its maintenance. The Directors shall be answerable to the Committee and to the members of the Association per the Memorandum and Articles of Association.

2.2. The Committee may appoint an Equal Opportunities Officer to assist the Director(s) in the implementation, maintenance, monitoring and furtherance of the Policy. The Equal Opportunity Officer must fulfill the criteria for Committee membership as set out in the Memorandum and Articles of Association.

3. The Committee

3.1. Recognising that discrimination exists, the Association is positively committed to opposing all direct and indirect discrimination against people on the grounds of ethnic origin, religion, culture, disability, gender, sexual identify, family status or age.

3.2. All members of the committee shall be familiar with the Policy and be committed to its proper implementation.

4. Publicity

4.1. The Association's general publicity shall reflect the Policy and project it positively. Photographic stills in newspapers, magazines, posters etc. shall reflect the Policy where appropriate.

4.2. The Association shall make large print information available, where ever possible, for any member on request.

4.3. This Policy shall be published on the Association's world-wide-web site, and shall be maximising and made available to members and other interested parties in such ways as the Committee deems appropriate.

5. Training

5.1. It is the Directors or Equal Opportunities Officer's responsibility to ensure that the Committee is familiar with all aspects of the Policy including communication skills, technical skills, e.g. the use of infrared hearing systems, wheelchair lifts etc. and caring skills, e.g. the maneuvering of wheelchairs in confined spaces. At the Director's discretion, they shall arrange additional training for the Committee to ensure that this is the case.

5.2. All Committee members shall have the right to participate in any and all activities where new skills can be learnt or taught, with the aim of maximizing their contribution to the Association.

6. Membership

6.1. No-one shall be refused membership of the Association on the grounds of their gender, colour, ethnic or national origin, disability, age, sexual orientation, socio-economic background or religious beliefs, except as in accordance with the memorandum and articles of association.

6.2. No member of the Association shall be refused membership of the Committee on the grounds of their gender, colour, ethnic or national origin, disability, age, sexual orientation, socio-economic background or religious beliefs, except as in accordance with the memorandum and articles of association.

7. Review of Policy

7.1. It is the intention of the Association that the Policy shall be kept under regular review, to ensure that the commitment to equality of opportunity is maintained.

7.2. This policy shall be formally reviewed and re-approved every three years.