



## Equal Opportunities Policy

1. Solihull Symphony Orchestra positively encourages participation in music making from all groups irrespective of gender, colour, ethnic origin, nationality, religion, disability, sexual preference or age, and aims to ensure that no current or prospective member or employee of the orchestra is disadvantaged by terms or requirements which cannot be shown to be justified.
2. Solihull Symphony Orchestra will work towards ensuring comfortable, accessible, and appropriately equipped rehearsal and performing environments which will facilitate members' participation and audience attendance without discrimination.
3. Solihull Symphony Orchestra will not tolerate sexual harassment, and will endeavour to protect its members from discrimination or harassment by non-members such as from visitors and other parties who may have contact with the orchestra.
4. The Orchestra will delegate overall responsibility for the implementation of this policy to the elected Committee who will take immediate and appropriate action in accordance with established procedures in the event of any breach. Any complaint or alleged complaint should be reported immediately to the Chair, or, if the complaint relates to the Chair, to another member of the Committee.
5. While the ultimate responsibility for ensuring this policy is implemented lies with the Committee, all members should accept responsibility in avoiding discrimination or harassment in any form and in practicing equal opportunities.
6. Members should comply with measures which are introduced to make sure that there is equal opportunity and non-discrimination and should not express attitudes or use words which might be construed as offensive.
7. Members should not discriminate either against other members of the orchestra or in selection decisions in recruitment, promotion, transfer or training nor attempt to induce other members to practice discrimination.
8. Members who have been involved in any discriminatory practice or harassment, will be considered by the Solihull Symphony Orchestra to be in serious breach of the terms of their membership.

*Adopted by AGM 2007*