

CFCG Equality and Diversity Policy

Aims

The CFCG is open to all interested in the conservation and natural history of Clausentum Fen. We aim to help those attending our activities to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every member equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Diversity.

The CFCG is open to new ideas, and welcomes all, whatever their culture, religion or beliefs. Inclusion and respect. Every person attending our activities should be made to feel equally welcome and included at all events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the CFCG.

Dealing with discrimination and harassment

If anyone feels they have been discriminated against by the CFCG or harassed at a CFCG event they should raise this with the committee. The committee will investigate the complaint, listening to all members 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. If the complaint is against the CFCG 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 by the CFCG committee. The CFCG 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.

Members of the CFCG committee have agreed to adopt this CFCG Health and Safeguarding policy.

Signed: Jonathan Sleath

Adopted on: October 2023

Chair of Clausentum Fen Conservation Group