

University of Manchester Hiking Club

Equal Opportunities Policy

1. Definitions

- a. "UMSU" shall mean the University of Manchester Students' Union, a registered charity, number 1144146, and company limited by guarantee, number 7759820, which is registered in England and Wales and hereafter be referred to as "the Union".
- b. "UMHC" shall mean the University of Manchester Hiking Club, an organisation bound by constitution and recognised by UMSU as a student society of University of Manchester Students' Union and hereafter referred to as "the Society".
- c. "Membership" shall mean full, associate or other membership as defined by the Committee or a General Meeting of the Society. A member shall be construed as someone who possesses membership, subject to the terms and conditions laid down in the Union byelaws and Society constitution.

2. General statement

- a. The Aims and Purposes of the Society are:
 - i. To promote the sports and pastimes of hiking, hostelling, camping and mountaineering through the arrangement of day trips, weekend trips, vacation trips and social functions
 - ii. To promote safe and considerate practice among members
 - iii. To encourage the continuation and development of the society's knowledge and skills.
 - iv. To encourage attendance and greater involvement with future events
 - v. To take part in the work and activities of the BMC.
- b. Therefore, the Society recognises the need for, and supports wholeheartedly, a policy of equal opportunity in all areas of its responsibilities.
- c. In relation to its entrance and appointment practices, UMHC unreservedly accepts the spirit and intention of the various regulations and codes of practice which, separately and collectively, outlaw certain kinds of discrimination in employment and society.
- d. The Society will not unlawfully, unfairly or unreasonably discriminate against or treat any individual less favourably on the grounds of gender, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin.

3. Entry to the Society

- a. No condition or requirement will be applied to any person who requests entry to the Society as a member which is, or may be, unlawfully, unfairly or unreasonably to his/her disadvantage on the grounds of gender, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin. Furthermore, entry to the Society will not be disadvantaged by conditions or requirements that cannot be shown to be justified within the Aims and Purposes of the Society.
- b. Entry to the Society is open to, and encouraged from, all members of the Union and the wider community subject to the conditions and requirements laid down in the byelaws for societies and constitutional requirements of the Society.
- c. If a member of the Society believes that he/she has been discriminated against, it is his/her responsibility to report the matter to the Committee, the Chairperson or the

Activities and Development Officer of the Union. All allegations of discrimination will be treated seriously by the Society and the Union.

4. Appointment of Officers

- a. No condition or requirement will be applied to any nominated or appointed officer in the course of his/her duties which is, or may be, unlawfully, unfairly or unreasonably to his/her disadvantage on the grounds of gender, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin. Furthermore, nominations or appointments will not be disadvantaged by conditions or requirements that cannot be shown to be justified within the Aims and Purposes of the Society.
- b. Nomination or appointment as an officer of the Society is open to any fully paid up member of the Society subject to the conditions laid down in the Union byelaws and Society constitution
- c. If a member of Committee feels that he/she has been discriminated against, it is his/her responsibility to report the matter to the Committee, the Chairperson or the Activities and Development Officer of the Union. All allegations of discrimination will be treated seriously by the Society and the Union.

5. Access to programme

- a. The Society seeks to promote its aims and purposes through an open and honest interaction with the body of students of the University of Manchester and the wider community.
- b. As part of its aim to encourage the uptake of mountaineering, the Society encourages people and groups who would not normally have access to the means and abilities to access mountainous areas safely.
- c. No one wishing to participate in the Society's programme of events and activities will be discriminated against on the grounds of gender, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin. Furthermore, those wishing to take part in the Society's programme will not be disadvantaged by conditions or requirements that cannot be shown to be justified within the Aims and Purposes of the Society.
- d. If a person feels that he/she has been discriminated against, it is his/her responsibility to report the matter to the Committee, the Chairperson or the Activities and Development Officer of the Union. All allegations of discrimination will be treated seriously by the Society and the Union.

6. Disability

- a. The Society recognises that it has obligations to ensure its programme is open to all and that those with disabilities are given equal opportunities to participation. The Society will consider modifications to its property and working practices to assist those with particular disabilities or illnesses who wish to participate in its programme.
- b. The Society has a duty of care over those who engage in its programme of activities. At times, this may preclude the participation of people in its programme on safety grounds and where a reasonable and practicable adjustment cannot be made to facilitate the participation of those with a particular disability or illness.

7. Sexual and Racial Harassment

- a. Sexual and racial harassment are forms of discrimination on the grounds of a person's gender, sexual orientation or race. This and any other harassment is totally unacceptable to the Society. All allegations of harassment are treated seriously and all reasonable and practicable steps will be taken to prevent the behaviour continuing.
- b. If a person feels that he/she has been harassed in the course of participating in the Society programme, it is his/her responsibility to report the matter to the Committee, the Chairperson or the Activities and Development Officer of the Union.

8. Policy Application and Review

- a. It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this policy