

# **UK Astronomy Equal Opportunities Policy**

## **Statement**

It is the UK Astronomy's policy to provide equal opportunity to all volunteers and members and to oppose all forms of unlawful or unfair discrimination on the grounds of colour, race, age, sexual orientation, nationality, ethnic or national origin, sex, marital status or disability.

## **Policy**

It is the UK Astronomy's policy to provide equal opportunity to all volunteers and members and not to discriminate against any person because of their race, colour national origin, sex, disability, age, sexual orientation or marital status.

Section 4 of the Memorandum of association states:

### **4. The charity's objects ("Objects") are specifically restricted to the following:**

---

**The advancement of education, community development and science: specifically to educate and assist amateur and beginning astronomers in their discovery of astronomy and collective contribution of knowledge, across the UK.**

**UK Astronomy is open to all regardless of age, sex, race, politics, or religious or other opinion.**

## **Forms of Discrimination**

Unlawful discrimination exists in three forms:

- ◆ direct discrimination consists of treating a person less favourably than others in the same or similar circumstances.
- ◆ indirect discrimination consists of applying a requirement or condition such that a significantly smaller proportion of a particular group are able to comply with the requirement.
- ◆ discrimination by victimisation is when a person is given less favourable treatment than others in the same circumstances because it is suspected or known that he or she has brought proceedings under an Act, or given evidence or information relating to proceedings, or alleged that discrimination has taken place.

## **Responsibilities**

*The Trustees and the Director are responsible for:*

- ◆ Familiarising themselves with the definitions of direct and indirect discrimination by victimisation as details above.
- ◆ Monitoring incidents of discrimination through reports made to members and the Committee.
- ◆ Taking prompt action to stop harassments or discrimination as it is identified.

- ◆ To challenge discrimination when appropriate.
- ◆ Establishing and maintaining an environment free from harassment.

Section 5 of the Constitution states that:

#### **5 Membership**

**The charity shall have a membership. People who support the work of the charity and are aged 18 or over, can apply to the trustees to become a member. Once accepted by the trustees, membership lasts for 1 year and may be renewed. The trustees will keep an up-to-date membership list.**

**The trustees may remove a person's membership if they believe it is in the best interests of the charity. The member has the right to be heard by the trustees before the decision is made and can be accompanied by a friend.**

#### **Individual Members are responsible for:**

UK Astronomy expects that all members should be aware of his or her behaviour towards others. Everyone should be treated equally, appropriately, with dignity and respect. At all times people's feelings will be valued and respected.

Language or humour that people find offensive will not be used e.g. sexist, racist, or homophobic jokes or terminology that is derogatory to someone with an impairment. Everyone should ensure that they do not behave in a way that could be regarded as harassment, discriminatory or offensive.

#### **Procedures**

This policy will be implemented and monitored accordingly.

- ◆ All members UK Astronomy can see a copy of this policy via the Website and thereby be aware of its contents and requirements.
- ◆ The Trustees will review this policy annually. Where it is apparent that anyone is not being offered equality of opportunity, the Committee will take immediate steps to address the matter and amend the policy as appropriate.
- ◆ Anyone believing themselves to be the subject of discrimination should draw the matter to the attention of the Director or Trustees.
- ◆ Any member who harasses any other member on the grounds of race, sex, age or disability will be asked to leave UK Astronomy.
- ◆ Should inequalities become apparent, positive action will be taken to redress the balance.