Aims

Clan MacEwen Society (the Society) is open to anyone of the Name or Variant of MacEwen or anyone with a genuine interest in the history and traditions of Clan MacEwen. We aim to ensure the Society and its members enjoy an atmosphere of friendship, respect and care for one another. In particular, the Society aims to be inclusive of every member of the Society, regardless of their age, disability, gender, relationship status, ethnicity, religion or belief.

Accessibility

The Society’s meetings and events are held in venues that are accessible to wheelchair users where possible. When there are more than 40 people at an event, the Society uses a PA system where possible. The Society is committed to ensuring all of its members can attend activities, so it considers accessibility when planning any event. The Society continually works to improve accessibility for members attending events online.

Diversity

The Society belongs to all of its members; a range of events and activities are organised to suit the interests, and meet the needs, of a wide variety of people. For example, the Society endeavours to be open to new ideas and prioritise opportunities for members to share their cultural heritage with one another.

Inclusion and respect

Every member of the Society is made to feel welcome and included at Society meetings and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not accepted. These constitute harassment and have no place in the Clan MacEwen Society.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Society or harassed at a Society event they should raise this with an Officer of the Society.

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 Clan MacEwen Society as a whole, the Board will work to ensure such discrimination is not repeated and will inform the members of how they propose to do this.

Any decision to exclude a person from the Clan MacEwen Society due to their discriminatory or harassing behaviour will be made with reference to the Society’s Constitution. The Clan MacEwen Society 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 this.

This policy was adopted at

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and will be reviewed at least every 2 years.

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