



Equality and Diversity Policy v.1 / 20.03.2019

1 Aims

1:1 The LSA represents all members of the Society. We aim to treat all members equally, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

2 Accessibility

2.1 All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system and a hearing loop.

2.2 When we organise outings for our members we provide free places for carers of members who can only attend if they bring a carer.

2.3 We are committed to ensuring any member of the Society is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

2.4 We shall ensure that any arrangements with third parties allow us to meet the aims in this policy, having special regard to any prizes and sponsorship.

2.5 We shall publish wheelchair access arrangement information and/or signpost to such information for all events where visitors may attend LSA events.

3 Diversity

3.1 Our primary activities are judging applications for membership and selecting works for the LSA exhibitions and Student Award. Determinations are made on the basis of artistic merit alone by a panel of judges/curators.

4 Inclusion and respect

4.1 Every member of the LSA should be made to feel equally welcome and included at LSA AGM and events.

4.2 Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the Society.

5 Dealing with discrimination and harassment

5.1 If any member feels they have been discriminated against by the Society or harassed at a Society event they should raise this with the LSA Council.

5.2 The Council will investigate the complaint, listening to all members involved. (If the complaint is against a Council member, that member will not be part of conducting the investigation).

5.3 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.

5.4 If the complaint is against the Society as a whole, the Council 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.

5.5 Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Society's rules. The 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.