

## Social Responsibility Policy

Newmarket Operatic Musical And Dramatic Society Ltd (Nomads) will always operate with a social responsibility that includes our values and ethics, sustainability, citizenship, diversity and human rights. We aspire to creating an organisation where the commitment to social responsibility runs through all that we do, aligning our values, strategies, ethical principles and ambitions for the future with those of our members, patrons, suppliers and the local community.

Nomads is fully committed to a policy of treating all members, their parents, patrons and visitors equally and with dignity and will take all reasonable steps to ensure its volunteers avoid unlawful discrimination in all aspects of its day to day operations.

Nomads will also take all reasonable steps to provide an environment in which all members, their parents, patrons and visitors are treated with respect and dignity and they are free from harassment and bullying based upon age, disability, gender reassignment, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. In this policy, these are known as the "anti-harassment protected characteristics". All members are responsible for conducting themselves in accordance with this policy. Nomads will not condone or tolerate any form of harassment, whether engaged in by members or by outside third parties who do business with Nomads, such as patrons, customers, contractors and suppliers.

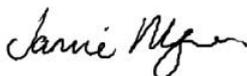
Members have a duty to co-operate with Nomads to make sure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying. Action will be taken under the Nomads Rules against any member who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation. Serious breaches of these equal opportunities and dignity statement will be treated as such and could render the member liable to dismissal from the society. Members should also bear in mind that they can be held personally liable for any act of unlawful discrimination or harassment. Members who commit serious acts of harassment may also be guilty of a criminal offence.

Nomads will also take appropriate action against any third parties who are found to have committed an act of improper or unlawful harassment against its members.

All allegations of discrimination or harassment will be dealt with seriously, confidentially and speedily. Nomads will not ignore or treat lightly grievances or complaints of discrimination or harassment from all members, their parents, patrons and visitors.

With cases of harassment, while Nomads encourages people who believe they are being harassed or bullied to notify the offender (by words or by conduct) this should also be reported to the Nomads Board.

**Chairman;**



**Date;** 01/08/2022