

## **Key Principles**

TOS is committed to maintaining an environment free from discrimination, victimisation, harassment and bullying. This Code of Conduct sets out both the behaviour that we expect from our members and volunteers, and behaviour that is not acceptable and could lead to disciplinary action.

All volunteers and members must be respectful of the Society's property and premise (whether hired or owned). Please help to keep our hired spaces clean and tidy.

Volunteers and members are expected to:

- Be polite, courteous and respectful towards one another and to audience members / visitors to our society; and
- To honour all commitments, they have made to TOS.

## **Discrimination**

We aim to ensure that all members and volunteers who provide services to TOS receive equal treatment irrespective of:

- Gender (including gender reassignment)
- Marital or civil partnership status
- Sexual orientation
- Race, colour, ethnic or national origins
- Religion or belief
- Pregnancy
- Disability

All our casting decisions will be made without discrimination other than where there is a genuine requirement to do so for artistic reasons.

If you consider that you are disabled within the meaning of the Equality Act 2010 and that this prohibits or limits your involvement at TOS, please speak to any member of our Board who will discuss with you whether there are any adjustments that could be reasonably made to enable you to participate as you would like.

## **Harassment**

Harassment generally consists of unwanted conduct which has the purpose or effect of:

- Violating a person's dignity; and/or
- Creating an intimidating, hostile, unsafe, degrading or offensive environment.



<p><b>Teesdale Operatic Society Code of Conduct</b></p>
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It is irrelevant whether the alleged harassment is intentional or not.

Please see our Complaints & Grievance Policy for how to deal with perceived harassment and for our complaints procedure.