**WEST CORNWALL BEEKEEPERS’ ASSOCIATION**

 **EQUITY POLICY**

WCBKA is a non-discriminatory organisation which believes that everyone should be treated equally in accordance with the law. We endeavour to provide a positive environment, so all of our members can enjoy attending and participating in meetings and events.

We will not tolerate any forms of verbal, physical or mental harassment at our Association. If this does occur members are able to talk to a Trustee in confidence and know that incidents will be dealt with effectively.

Procedure

Incidents should be reported by the affected person to either the President or Chairman of the Association, or in the event that they are the perpetrators, to one of the Trustees.

Stage 1

The person who receives the complaint will take steps to discover the nature and extent of the action, and where a simple apology is an appropriate remedy arrange for that to happen.

Stage 2

If Stage 1 is not an appropriate remedy or acceptable to the complainant, two independent persons will be appointed to hear both sides of the complaint with records being taken of the allegations and defence. The independent persons will consider what they have heard and /or seen and come to a conclusion which will be binding on both parties. In the case of the complaint being upheld it will be decided whether the action is sufficiently serious to warrant expulsion or suspension from the Association in accordance with clause 5.4 of the Constitution.

Stage 3

In the event that the complaint is actionable at law the police will be involved after Stage 1 if that is deemed an appropriate action. In this instance Stage 2 is not followed as this could jeopardise any prosecution which might follow.