

## **Cameratina Ltd**

### **Policy for Equality, Diversity, Inclusion and Dignity at work**

Cameratina Ltd is committed to providing a safe and respectful environment and equal opportunities through all its activities, and to avoiding and eliminating unlawful discrimination.

We seek to:

- Promote equality, fairness and respect for all involved in and attending Cameratina productions, including artists and those contributing to technical production and administration, whether paid or on a voluntary basis, and our audiences.
- Safeguard against unlawful discrimination in line with the Equality Act 2010's 'protected characteristics' of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in payment of fees and other benefits and in allocation/selection processes.

We recognise that unlawful discrimination takes many forms:

- Direct discrimination – treating a person less favourably because of a protected characteristic.
- Indirect discrimination – where a provision, criterion or practice applies to all, but adversely impacts those with a protected characteristic to a greater extent than others, and which is not objectively justifiable.
- Harassment – unwanted conduct related to protected characteristics that has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile or degrading environment.
- Victimisation – retaliatory action against someone who has complained of discrimination or harassment.

Cameratina Ltd is committed to avoiding discrimination in all its forms, and to promoting equality, diversity and inclusion. To achieve this we undertake to ensure that:

- Those involved in Camaratina's activities are made aware of this policy;
- Complaints of bullying, harassment, victimisation and unlawful discrimination are taken seriously and investigated;
- Casting decisions (including the allocation of auditions) are based on merit and experience.

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