



CVAM Equality & Diversity Policy



Code of Conduct:

Cheddar Valley Advanced Motorcyclists Group (CVAM) will at all times be guided by the requirements of IAM RoadSmart's Code of Conduct as outlined in the Group Affiliated Handbook.

Equality & Diversity Statement:

Aim:

CVAM welcomes all riders who enrol on the IAM RoadSmart Advanced Rider Course (ARC) and meet the requirements of the IAM RoadSmart ARC Documents Declaration Form. Joining Full members are also welcome.

We aim to help riders enjoy an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every rider equally, regardless of their age, disability, gender, marriage or civil partnership, race, religion or belief, or sexual orientation.

Accessibility:

All our indoor / outdoor meetings and events are held, whenever possible, in venues that are accessible to all.

Diversity:

CVAM is a motorcycle group affiliated to IAM RoadSmart. We aim to organise a range of events and activities to suit the interests and meet the needs of all members as well as non-members (riders) when invited to participate in events open to the public. CVAM will treat everyone equally and fairly.

Inclusion and respect:

Every person should be made to feel equally welcome and included in all group meetings and events open to them to attend. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, are in contravention of the IAM RoadSmart Group Affiliated Handbook Code of Conduct, and as such have no place in CVAM.



Dealing with discrimination and harassment:

If any member feels they have been discriminated against or subject to any form of harassment on the part of the group or any member of the group, they should first raise their complaint with a responsible Committee member in accordance with the “CVAM Complaints and Suggestions Policy”. The Group will support members who feel they have been discriminated or harassed against, and will not victimise or treat them less well because they have raised this.

Issued by:

Group Secretary on behalf of the CVAM Committee.

Release agreed at Committee Meeting 28/6/21.