

## **EQUALITY**

Worcester Society of Artists welcomes artists of all abilities who live in Worcester and the surrounding area. The aim of our society is share our passion for making art, to assist and encourage artists to develop their skills in a friendly, welcoming and non-threatening environment.

In compliance with the Equalities Act 2010 we will treat everyone equally regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

## **CODE OF CONDUCT**

Members should treat each other, visiting artists and guests with respect and courtesy. While we encourage active discussion and debate please be mindful of the following:

- Art is subjective. We all have different tastes and different opinions on what we perceive to be 'art'. Please be respectful of people whose opinions may be different to your own; they have right to hold their own opinion.
- When members are sharing their artwork with the group, whether in meetings or on social media, please keep comments constructive, helpful and respectful. Avoid using insensitive remarks or comments that could undermine the confidence of artists or could cause offence.
- Visiting artists and speakers are our guests. Please remember any comments you make will reflect on the Society as a whole and the impression our guests take away with them.

When displaying work members are required to comply with the following:

- All exhibited work must comply with the Copyright, Designs and Patents Act 1988. This includes work for the Annual Exhibition, the Crown Gate, the Guild Hall, online including social media, as well as any other venue where work is exhibited under the auspices of Worcester Society of Artists.
- For competitions artists' work must be original pieces of work based on their own ideas.
- When displaying work to members in meetings artists must disclose if they have copied the work of another artist.

## **MAKING A COMPLAINT**

Should a member/members wish to raise a complaint or concern they should speak to the Committee Chairman or any other member of the committee. This can be done informally or in writing.

Once a complaint has been received it will be investigated by the Chairman and another member of the committee. If the complaint is against one of the officers or secretaries that person will play no part in the investigation.

The committee will endeavour to carry out the investigation within 28 days. When the investigation is completed the officers will report back to the complainant. If the complaint

is upheld the complainant will be advised of what steps have been taken to remedy the situation. If the complaint is not upheld the complainant will be of advised of the reasons.

### **SANCTIONS**

For any breach of the above Code of Conduct, or any other behaviour that brings or potentially brings Worcester Society of Artists into disrepute, the Committee will decide what sanction/s to impose depending on the circumstance of the case. If necessary, the committee reserves the right to deny, suspend or withdraw membership.