



Safeguarding Policy

WOMGNE are committed to providing a **safe space** for all members when attending any of our events. This policy outlines guidelines and procedures to ensure safety of our members is maintained throughout.

The overall purpose of the policy is to;

- provide equality, fairness and respect for all in our members
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination

The organisation commits to:

- creating an environment free of bullying, harassment, victimisation, misgendering and unlawful discrimination, promoting dignity and respect for all, and where individual differences of all members are recognised and valued
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members and any others in the course of the organisation's activities
- Such acts will be dealt with as misconduct under the organisation's grievance procedures, and any appropriate action will be taken
- Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence
- when such a complaint arises, **WOMGNE** will contact the appropriate authorities and link members to organisations that can help with the reported complaint
- having a zero tolerance policy when it comes to harassment, abuse, discrimination, assault (verbal or physical)

The organisation is not responsible for;

- investigating criminal matters/allegations
- treating physical and mental wellbeing of members, in such a case that physical or mental health issues (particularly those in which the reporter could be a danger to themselves and others) are disclosed to members of the **WOMGNE** committee, the matter will be reported to the appropriate authorities and/or links to helpful organisations will be provided
- the conduct and behaviour of other group members until such a complaint arises in which case the appropriate steps will be taken to resolve the matter, any criminal allegations will be reported to the authorities

If you disclose any information that may indicate you will be a danger to yourself and/or others, have committed a criminal offense, or otherwise have disclosed information that may need to be shared with relevant parties, **WOMGNE** reserves the right to breach any confidentiality agreements and contact the relevant authorities.

All complaints received by **WOMGNE** will be evaluated by a panel and a course of action will be determined. All responses to complaints will be in writing, all decisions made by **WOMGNE** are final.