

# CHaOS Equal Opportunities Policy

## Version 2.4.1

### 1. General Principles

- € This document supplements the organisation's constitution, the Notes for the Guidance of University Clubs & Societies published by the University of Cambridge, and is in accordance with the Equality Act 2010.
- Cambridge Hands-On Science (CHaOS) is committed to equal opportunities policy and practice. Harassment and bullying to committee members, volunteers or service users, both actual and potential will not be tolerated.
- All members have a duty to abide by this policy.
- This Equal Opportunities Policy will be implemented in the appointment of members to its committee, and all dealings with volunteer demonstrators and the public.
- The committee is responsible for ensuring that the Equal Opportunities Policy is properly implemented and reviewed. This policy was last reviewed on 21/12/2025 and will next be reviewed before 31/12/2026.

### 2. Volunteers and the Committee

- CHaOS is committed to ensuring that no volunteer or committee member (both actual and potential) is discriminated against (either directly or indirectly) due to one of the protected characteristics.
- The protected characteristics are: age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex and sexual orientation.
- Any member of the University may become a volunteer, subject to a suitable level of scientific understanding to be able to act as a demonstrator, and meeting the requirements of our Safeguarding Policy.
- Where a volunteer requires special adjustments to participate in CHaOS activities, the committee will make all reasonable adjustments to enable participation.

- The CHaOS Equal Opportunities Policy will be available to all CHaOS volunteers.
- Volunteers should be aware that any behaviour or actions against the spirit and/or letter of the equal opportunity laws, on which this policy is based, will not be tolerated.

### 3. Grievances

- If any member (or potential member) of CHaOS feels like they have been discriminated against they should contact the CHaOS Welfare Officer or Secretary.
- All complaints will be taken seriously and investigated within a reasonable time frame. Complaints made in good faith will not be penalised, no matter the outcome.
- Volunteers under investigation following a complaint will be temporarily suspended from volunteering at CHaOS events pending the outcome of the investigation.
- Being found guilty of gross misconduct can result in expulsion from the Society. Such expulsion or suspension can only be effected by a majority vote of all Executive Committee members, excluding the Senior Treasurer. If the excluded or suspended member wishes to appeal the decision, that appeal should be made to the Senior Treasurer, who will consider all the facts, and whose decision will be final. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the Junior Proctor. Please refer to Section 2.1 of the [CHaOS Constitution](#) for more information about disciplinary processes.
- Those who submit complaints maliciously (e.g. complaints known to be false at the time of submission by the individual raising the grievance) will be subject to disciplinary action.

### 4. Members of the Public

CHaOS aims to make its events accessible to as wide a range of the public as possible, and in order to achieve this will take steps to remove barriers which prevent potential audience and participants from having equal access to the organisation's activities. This includes:

- Endeavouring to hold events in venues and premises which are accessible to disabled people.

- Where practical, arranging facilities for disabled people to enable them to participate fully in activities.
- Encouraging and enabling people from under-represented groups to attend and participate.