

## **Plymouth Advanced Motorcyclists (PAM) - Code of Conduct - Equality & Diversity Statement**

### **Code of Conduct:**

We 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:**

We welcome 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 to have 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 reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation

#### **Accessibility:**

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

#### **Diversity:**

We are 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. We 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 have no place in PAM.

#### **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 (PAM) or any member of the group, they should first raise their complaint with any member of the committee. 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.