

The Society of Radiographers Statement – Working Together in Regional Committees

Introduction

The Society of Radiographers is committed to the fullest possible participation of its members in all aspects of the structure and organisation. None should be put off from participating in meetings, courses or events because of the actions, attitudes or language of other participants. In particular, women, black, lesbian, gay men and disabled members have the right not to be made to feel ill at ease or distressed, as a result of the behaviour of other SOR members.

The following guidelines have been drawn up to help Regional Committees to ensure that their activities and events meet the SOR's commitment to the full participation of all its members in a practical and constructive way. It is hoped that the guidelines will be useful in establishing a culture of equality and fairness in the new structures, and will ensure that our local democracy benefits from the fullest level of participation by all our members.

Arranging Meetings

- When arranging meetings, think about the accessibility of the venue both in terms of physical accessibility, and geographical accessibility. Do not assume that everybody is fully mobile with his or her own transport.
- Think about the timing of meetings. Most radiographers are women and a high proportion have caring responsibilities.
- Give as much notice as possible about the time, date and venue of meetings and events, so that people can ensure that they can make arrangements to attend.
- Never use language that is sexist, racist, homophobic or offensive to disabled people in literature advertising meetings. In particular, think carefully about the titles given to talks on study days.
- Consider whether it is practical or possible to provide crèche facilities at events. You may want to survey members to establish whether there is a demand for this.

Participation in Meetings

Meetings are usually about listening to people's views and taking decisions based on those views. It is therefore important that everyone attending meetings in the SOR feels equal and able to make a contribution if they wish, so:

- Listen to what others have to say, and avoid being dismissive of their contribution.

- Wait until a speaker has finished and do not interrupt their train of thought.
- Aim to have a reasoned discussion, not arguments.
- Any criticism should be constructive and help members develop confidence.
- Make your own contribution as clear and concise as possible and do not dominate the discussion
- Ensure that everyone who wishes to speak is given encouragement and the opportunity to do so

Jargon

Jargon is a barrier to good communication, and may discourage people from participating in the Regional Committee structures. The more we become involved in Society work the more likely we are to use jargon. Take care to explain any jargon or initials you use which other members may not be familiar with so that everyone understands what meetings or discussions are about.

Harassment

Harassment of any form will not be tolerated in accordance with the Society's Rule Book.

Sexual harassment is defined as unwanted and unwelcome sexual comments, looks, actions, suggestions or physical contact that is found to be objectionable and results in an unpleasant or intimidating environment being created.

Racial harassment is defined as unwanted and unwelcome terms, comments, looks, actions or behaviour relating to a person's race, ethnic origin or colour which members of a racial, cultural or religious group find offensive and results in an unpleasant or intimidating environment being created.

Anti-lesbian/gay harassment is defined as any unwanted and unwelcome terms, comments, actions or behaviour relating to a person's sexual preference or lifestyle which is found to be objectionable and results in an unpleasant or intimidating environment being created.

Anti-disability harassment is defined as unwanted and unwelcome terms, comments, actions, looks or behaviour relating to a person's condition or speculation about a person's condition.

Representation

All elected and paid officers of The Society of Radiographers are committed to the principles set out in this Statement and should promote

a culture of equality and fairness within internal structures, in the workplace and in the wider community.