

Edinburgh Photographic Society – Appropriate Behaviour Policy

Edinburgh Photographic Society (EPS) is proud to be a volunteer-run charity where people come together to enjoy, learn and share photography. Our aim is to provide a safe, respectful and welcoming environment for everyone.

In recent seasons we have experienced incidents of inappropriate comments in online chat and aggressive behaviour in meetings. These have placed an unfair strain on our speakers, members and volunteers, who give their time generously to organise and run our activities. To protect both members and volunteers, the Council has agreed the following policy, which applies at all EPS meetings and events, whether in person, hybrid or online.

Our expectations

1. Respect others at all times
 - Speak and write courteously.
 - Avoid derogatory, discriminatory, or offensive remarks — including in Zoom chat – remember everyone can see those comments
 - Debate ideas, but do not make personal attacks.
2. Positive participation
 - Allow space for others to contribute.
 - Listen as well as speak.
 - Keep discussions constructive and relevant.
3. Respect our volunteers
 - All events are hosted, moderated and run by volunteers who give their time freely.
 - Aggressive or derogatory behaviour towards volunteers is unacceptable.
 - Please follow Directions from moderators or meeting hosts
4. Zero tolerance of harassment or aggression
 - Aggressive, threatening, harassing or discriminatory behaviour will not be tolerated.
 - Anyone engaging in such behaviour may be muted, asked to leave, or refused entry to future meetings.

If problems arise

If you experience or witness inappropriate behaviour, please speak to the meeting host or contact any of president@, secretary@ and Chris_Morson, all @edinburghphotographicsociety.co.uk. Concerns will be treated seriously and in confidence.

Our commitment

EPS exists to celebrate photography in a spirit of creativity, curiosity and mutual respect. By following this policy, you help us ensure that our events remain welcoming, safe and enjoyable for all.