

JADAVPUR UNIVERSITY FILM SOCIETY

Ethos

The Jadavpur University Film Society wishes to provide an inclusive space for all lovers of cinema. It is our primary goal to ensure an environment where our members feel safe and respected. We expect all members of the society to respect each other's identities, boundaries, and beliefs. Discrimination or vilification on basis of gender, caste, socioeconomic status, sexual orientation, disability and such other grounds will not be tolerated. If any individual - who happens to be a member of the society - is faced with any of the aforementioned scenarios, they are requested to bring such events to our attention. We will try to assist in all situations where members face any form of harassment within an event arranged by the Jadavpur University Film Society or because of wrongdoings on part one or more member(s) of the society. It is not our goal to limit the scope of interaction for our members but to ensure that all exchanges within the society remain respectful and comfortable for all participants.

Prohibition of Discriminatory Actions

Bullying

Bullying is defined as a person or group's repetitive, irrational, and often physically or psychological actions towards another individual or group that are harmful in nature. This includes actions that threaten, denigrate, degrade, humiliate, or intimidate. It involves putting undue pressure on someone or a group to do something they find uncomfortable.

Direct and Indirect Discrimination

Direct discrimination is when someone treats another person or group less favourably than someone without that attribute in the same circumstances or in circumstances that are not fundamentally different because of a protected attribute or an assigned identity.

Imposing or recommending to impose a rule, condition, or practice that has the potential to disadvantage a person or group who possesses a specific protected characteristic and is unreasonable under the circumstances is known as indirect discrimination.

Sexual harassment

Sexual harassment encompasses, but is not limited to, any of the following unwanted and/or non-consensual and/or thought to be consensual acts or behaviours (whether directly or indirectly): a) a request or demand for sexual favours b) making sexually charged comments c) disseminating pornography or sexually explicit information; or d) any other unwanted sexual physical, verbal, or nonverbal action. e) any online or offline accusation levelled against the same.

Harassment and Assault

Harassment is defined as any unwanted, insulting, abusive, demeaning, or threatening activity that humiliates, offends, intimidates, or injures an individual or group because of a protected characteristic or personal bias.

Vilification and Victimisation

Vilification is the public incitement of hatred, contempt or severe ridicule of another individual or group based on a protected attribute or personal bias.

Victimisation is defined as causing harm to a person based on any protected characteristic and/or if they have launched a complaint procedure.

Protected Attributes

- Age or age group
- Caste
- Gender Identity
- Disability
- Sexual Orientation
- Intersex Status
- Marital or Relationship Status
- Mental Health Status
- Race, colour, descent, national, regional or ethnic origin, or ethnoreligious background
- Socio-economic status and background
- Religious affiliation, belief, views or practice
- Academic Proficiency
- Any other attribute when discrimination creates or maintains systemic disadvantage, degrades human dignity, or seriously impairs equal enjoyment of a person's rights and freedoms in a way equivalent to discrimination on a protected attribute specified above.

Gender Pronoun Policy

Within the formal scope of The Film Society, we ask that all members utilise gender-neutral terminology by default. Do not misgender anybody once they have expressly told you of their pronouns. This policy is implemented to make persons of various gender identities feel comfortable in society. If you mistakenly misgender someone, please endeavour to correct your error. If you have been misgendered, you can inform the person responsible.

Code of Conduct

1. Respectful Conduct

Members must engage in respectful and inclusive behaviour. Discrimination, harassment or any form of disrespect towards fellow members based on factors such as race, caste, gender, religion, or sexual orientation will not be tolerated.

Engaging in any such behaviours or activities within the JUFS group or event spaces will be met with firm action and may lead to the termination of membership.

2. Zero-tolerance for Bullying and Intimidation

The Film Society maintains a zero-tolerance policy for bullying, intimidation, or any form of aggressive behaviour. Members should foster a safe and supportive environment for open discussion and collaboration.

3. Alcohol and Substance Use Policy

The consumption of alcohol or any illegal substances during Film Society activities is strictly prohibited. Members are expected to prioritize a sober and safe environment for all participants.

4. Conflict Resolution

In case of interpersonal conflicts, members are encouraged to address the issue through open communication or seek mediation from the core members. Disputes that cannot be resolved internally will be escalated to the designated authorities.

5. Environmental Responsibility

Members should be mindful of the environment during outdoor screenings or events. Proper waste disposal and eco-friendly practices should be followed to minimize the environmental impact of Film Society activities.