

THE AMERICAN CIVIL WAR SOCIETY LTD

DISABILITY ISSUES STATEMENT

The issue of disability falls under the Disability Discrimination Acts of 1995 and 2005 and it is the duty of all organisations to address disability issues which may affect their services, members and the general public.

In the area of re-enacting, it is clear that a member with a disability should not be treated any less favourably than an able bodied member, without adequate justification. Where necessary reasonable adjustments should be made to assist members to participate in the activities of the Society and where possible, safe and appropriate roles should be found to offer members and prospective members, (bearing in mind the requirements of the historical presentation required) and the venues and events which the Society attends.

However, it must be noted that adjustments which compromise health and safety of the member, other members or the general public are likely to be considered unreasonable, as are those which detract from historical authenticity and accuracy, or cause a fundamental alteration to the provision of the performance or presentation required by the Society.