



Camberley & District Athletic Club

Founded March 1954. Affiliated to UKA, EA, SEAA, SCAA & SPFA

Equality and Diversity Policy Statement

General

Camberley & District Athletic Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

Camberley & District Athletic Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

Responsibilities for the Policy

The chairperson has overall responsibility for ensuring that the policy operates effectively, with assistance from the committee and welfare officer. All club members have a responsibility to take steps to ensure that neither they nor others act in breach of the policy and to challenge discriminatory behaviour and promote equality of opportunity.

The Policy in Operation

Camberley & District Athletic Club is committed to ensuring that all individuals are treated equally and fairly and that decisions on all aspect of the Clubs activities including team selection, training/coaching and other development activities are based solely on objective criteria, and with the needs of the individual and team in mind.

Camberley & District Athletic Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

All club members and others working with the Club have a responsibility to oppose discriminatory behaviour and promote equality.

Disciplinary and grievance procedures

Any individual involved in the clubs activities who believes they have not or are not being fairly and equitably treated are entailed to bring a complaint to the attention of the club committee.

Camberley & District Athletic Club will deal with any incidence of discriminatory behaviour seriously, according to the club's / UKA disciplinary procedures.



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Definition of Terms

Harassment

Can be defined as unwanted conduct affecting a person's dignity. It may be related to age, sex, sexuality, race, disability, religion, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident. It can be from an individual or group. The key is that the actions or comments are viewed as demeaning and unacceptable to the recipient. Harassment that is related to sex, sexuality, race or disability may be unlawful.

Bullying

May be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. In essence it is any unwanted attention shown to recipient.

Discrimination

Discrimination can be described as distinguishing unfavourably or unfairly between individuals because of their age, race, sex, disability religion etc.

Direct Discrimination is treating an individual less favourably than others and Indirect Discrimination occurs when a condition is applied which affects a person or group of people.

Victimisation

Is less favourable treatment of an individual because they are believed or known to have made a complaint or given evidence or information in connection with similar incidents.