



## **EQUALITY AND DIVERSITY STATEMENT:**

“York Volleyball Club supports the principle of equal opportunities for all participants, member, representatives and employees whilst working for, or on behalf of the York Volleyball Club. It opposes all forms of unlawful and unfair discrimination on the grounds of age, colour, race nationality, religion, ethnic or national origin, gender, marital status, sexuality, HIV status, or unrelated criminal convictions, or disability.”

## **EQUALITY POLICY**

The aim of this policy is to:

- Ensure that all present and potential members / employees of York Volleyball Club receive fair treatment
- Ensure that there is open access for all those who wish to participate in the sport and that they are treated fairly.

York Volleyball Club will:

1. Promote equality of opportunity to its members/employees. It will monitor the implementation of this policy and keep members/employees informed of its impact.

2. Ensure that the policy is effectively communicated and that proper training and guidance is given to ensure that all members and employees fully understand their responsibilities as set out both in the policy and the legislation. In this it will take account of the:

- Race Relations Act 1976
- Sex Discrimination Act 1975, 1986 & 1999
- Equal Pay Act 1970
- Disability Discrimination Act 1995
- Rehabilitation of Offenders Act 1974
- Human Rights Act 2000

3. All members have a responsibility to observe this policy and to ensure that equality of opportunity is continuously provided for, in all York Volleyball Club's activities.

4. Reserve the right to discipline any of its members/employees who practice any form of discrimination on the grounds of a person's age, colour, race

nationality, religion, ethnic or national origin, gender, marital status, sexuality (in respect of gay men and lesbians) HIV status, or unrelated criminal convictions, or disability.

## **TYPES OF DISCRIMINATION**

Discrimination can take the following forms:

Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

York Volleyball Club regards discrimination, as described above, as gross misconduct, and any employee, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action.

## **HARASSMENT OR INTIMIDATION**

York Volleyball Club will not tolerate harassment or Intimidation of an Individual. Where a complaint of such harassment or intimidation is lodged it will be dealt with promptly in accordance with the harassment policy and procedures.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, sexuality or some other characteristic.

## **TRAINING AND COMMUNICATION**

York Volleyball Club undertakes to provide training and information for employees and members to ensure that they understand their position in law, York Volleyball Club's equal opportunity policies and their responsibilities under the policy

All external vacancy advertisements will incorporate the statement that "York Volleyball Club is an equal opportunities employer".

## **MONITORING**

York Volleyball Club will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will keep employees and members informed of their impact. The extent and scope of such monitoring will reflect the particular local circumstances.

## **GRIEVANCE AND DISCIPLINARY PROCEDURES**

To safeguard individuals rights under the policy, anyone, employee or member who believes that he / she has suffered inequitable treatment within the scope of the policy may raise the matter through the usual York Volleyball Club grievance

procedure.

Individual actions not compatible with this policy should be reported immediately to a York Volleyball Club representative at that event who will investigate the matter fully in accordance with York Volleyball Club's grievance and disciplinary procedures.

Disciplinary rules and procedures must make specific reference to the action and behaviours under this policy. Instances where it has been demonstrated that an individual has acted in a discriminatory way will be regarded as serious misconduct liable to disciplinary action, which may include summary dismissal or exclusion from the Association.

York Volleyball Club is concerned that individuals should feel able to raise any grievance and no one will be penalised for doing so unless the complaint is untrue and not made in good faith.

Last reviewed: Dec 2024