**CLUB SPORTS EQUALITY POLICY**

(based on a BC template dated 2011)

# What is Sports Equality?

Sports Equality is about fairness in sport; equality of access; recognising inequalities and taking steps to address them. It involves making sport equally accessible to all members of society and ensuring that everyone has the opportunity to realise their talent and full potential.

# Declaration of intent

The Club is committed to the principles of Sports Equality and aims to ensure that everyone has a genuine and equal opportunity to participate in Paddlesport at all levels and in all roles of the sport, irrespective of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation and socio-economic background. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees (together known as Stakeholders).

The Club will take, or support, positive action to eliminate individual and institutional discrimination:

* The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport.
* The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, victimisation, harassment and abuse.
* All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and the club’s management committee is responsible for implementing, maintaining and dealing with any breaches of this policy.
* The Club regards any discriminatory behaviour as serious misconduct and will deal with this according to club disciplinary procedures.

# Legal Responsibilities

The Club is required by law not to unlawfully discriminate against any of its Stakeholders and recognises its legal obligations under, and will abide by the requirements of the Equality Act 2010 and any equivalent legislation and any amendments to such legislation that may be relevant to the Club.

The Club considers that canoeing is a gender affected sport under the Equality Act 2010 and will adhere to the BC Transgender and Transsexual Competition Policy in relation to participation by transgender athletes.

# Implementation

A copy of this policy will be posted on the Club website. All persons shall respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy.

# Reasonable Adjustments

The Club recognises its duty to make reasonable adjustments for people with disabilities. The Club will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in all Club activities.

# Types of Unlawful Discrimination

The Club regards any form of unlawful discrimination as serious misconduct and any employee, volunteer or member who unlawfully discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action. Unlawful discrimination can take the following forms:

## Direct Discrimination

* treating a person less favourably than others would be treated in the same circumstances on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

## Indirect Discrimination

* occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

## Harassment

* described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient or any other individual affected by such conduct.

## Bullying

* described as the misuse of power, the act of criticising persistently or to humiliate and undermine an individual’s confidence.

## Victimisation

described as when one person is treated less favourably than others because he or she has taken action under one of the relevant Acts/Regulations or provided information about discrimination, harassment or inappropriate behaviour.