

## EQUALITY POLICY

### Introduction

Corby Amateur Swimming Club is committed to equal opportunities in all aspects of its work. This Policy details the principle of non-discrimination which the Club expects of its members in their dealings with other Club members and any third parties. The principle of non-discrimination under this Policy includes the provision of services to the public. The duties contained in this Policy are in addition to, and not substitution for existing legal obligations.

Members of Corby Amateur Swimming Club are entitled to be treated by other Club members and third parties in accordance with the Club's non-discrimination principle.

### Non-discrimination

In their dealings with other members or third parties Club members must not treat a person less favourably or harass him/her on grounds of:-

- race or racial group including colour, nationality and ethnic or national origins
- sex including marital status, gender reassignment, pregnancy, maternity and paternity
- sexual orientation
- civil partnership status
- religious belief and/or political opinion
- age
- disability

### Disability

All Club members must take such steps and make such adjustments as are reasonable in all circumstances in order to prevent persons who have disabilities from being placed at a disadvantage in comparison with those who have not.

### Harassment & Victimisation

#### Harassment

This Policy supports the prevention of harassment on any of the non-discrimination grounds listed above which would also be a form of discrimination and therefore cannot not be tolerated. Harassment occurs when one person subjects another to threatening, abusive or insulting behaviour, words or actions which violate the other person's dignity, or create a humiliating, demeaning or hostile environment.

Harassment may involve physical acts or verbal and non-verbal communications, gestures, innuendo or jokes. The intention of the person responsible for the harassment is not relevant.

#### Victimisation

Victimisation is also a form of discrimination. Victimisation occurs when a person is treated less favourably than others are or abused when asserting a right not to be discriminated against on one of the non-discrimination grounds listed above, or because they have assisted another person to assert their rights not to be discriminated against, or because they have given evidence in a tribunal or court relating to such a right.

### Complaints

If a Club member or other third party states that they wish to make a complaint of discrimination, harassment or victimisation against the Club and/or a member of the Club, the Committee should be advised immediately in order for them to investigate the complaint and respond accordingly.

All Club members should be aware that any breach of the policy is a potential major risk to the Club as liability may not be restricted to the individual concerned but may also extend to the Committee. Any breach of this Policy by a Club member will result in disciplinary action and depending on the seriousness of the allegation, could result in a disciplinary penalty up to and including dismissal.

Any Club member who has a complaint of discrimination, harassment or victimisation against a member or other third party should advise the Committee so that the complaint may be investigated and responded to accordingly.

This policy shall be moderated periodically by the Club to ensure its effectiveness.