

GUERNSEY BADMINTON ASSOCIATION (“GBA”)

EQUAL OPPORTUNITIES POLICY

STATEMENT OF INTENT:

- The GBA is fully committed to the principles of equality of opportunity and is responsible for ensuring that all job applicants, employees, volunteers and members receive equitable treatment on grounds of age, colour, disability, ethnicity, parental or social status, nationality, religious belief, social status and sexual preference.
- The GBA will ensure that there will be open and fair access to all those who wish to participate in the sport.

SO THAT:

- Equal opportunities are promoted at every level by heightening awareness and encouraging all members of the GBA to treat all others with respect.

IN PLAY:

- All players, irrespective of gender, ability, ethnicity, religion or social circumstance, will be encouraged and advised as to the best way of accessing the resources available to
 1. The GBA
 2. Members of the GBAso that they can make the greatest progress possible.
- The GBA will place equal value on the achievements of all its members.
- The GBA will ensure that a safe and secure environment is provided for all activities organised by the GBA.

TYPES OF DISCRIMINATION:

Discrimination can take many forms. Listed below are various examples of prevalent types of discrimination.

DIRECT DISCRIMINATION:

- This means treating someone less favourably than you would treat others in the same circumstances.

INDIRECT DISCRIMINATION:

- This occurs when a requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirements cannot be justified in relation to the task to be performed.

HARASSMENT:

- 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, their sexuality, a disability or some other characteristic.
- The GBA is committed to ensuring that members are able to conduct their activities free from harassment or intimidation.
- The GBA is committed to ensuring that any individual representing either the GBA or a Member of the GBA are able to conduct their activities free from harassment or intimidation.
- The GBA regards discrimination and harassment, as described above, as serious misconduct and any employee or Member of the GBA will be liable to the appropriate disciplinary or legal action. Any disciplinary action will follow the GBA Disciplinary Procedure.
- When a member or individual is treated less favourably than others because they have taken action against the GBA.
- When someone is treated less favourably than others because he/she has taken action against any member of or visitor to the GBA.
- When someone is treated less favourably than others because he/she has provided information about discrimination.

ORGANISATION AND MANAGEMENT OF THE GBA:

CONSTITUTION/RULES:

- A copy of this document will be available to all affiliated clubs of the GBA.
- Upon request the GBA will provide an up to date copy of its constitution and list of officers to all of its affiliated clubs.
- On joining the GBA an affiliated club will receive a copy of the current constitution and list of officers. All employees and members of the GBA will be expected to abide by the conditions laid down in the constitution.

RESPONSIBILITY OF THE MEMBERS OF THE GBA:

- All members of the GBA have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

THE RESPONSIBILITIES OF THE GBA:

- The GBA will take measures to ensure that its selection and other practices are non-discriminatory.
- The GBA will ensure that no member or individual is disadvantaged by requirements or conditions which are not necessary or which constitute unfair discrimination.
- The GBA will ensure that employees and volunteers working for the GBA can demonstrate their commitment to the principles and practice of equity.

- The GBA may take positive action or introduce special measures for any group that is currently under-represented in its membership.
- The Governing Committee of the GBA will have overall responsibility for the implementation of this policy. The General Committee of the GBA is responsible for ensuring that this Equal Opportunities Policy is followed and to deal with any actual or potential breaches.
- The GBA will regularly monitor and evaluate this policy, practices, procedures and operations on an ongoing basis and will inform members of its impact.

DISCIPLINARY AND GRIEVANCE PROCEDURES:

- To safeguard individual rights under the policy, a member or individual who believes they have suffered inequitable treatment within the scope of the policy may raise the matter through the Disciplinary Procedure.
- Appropriate disciplinary action in accordance with its disciplinary procedures, will be taken against any member or individual who violates the GBA's Equal Opportunities Policy.
- The GBA is concerned that individuals feel able to raise any grievance and no member or individual will be penalised for doing so unless it is untrue and not made in good faith.