



# EQUAL OPPORTUNITIES POLICY

## [NAME OF ROWING CLUB]

### 1 Statement of Policy

The aim of this policy is to communicate the commitment of [NAME OF CLUB] to the promotion of equality of opportunity within our club.

It is our policy to provide equality of opportunity to all.

[NAME OF CLUB] respects the rights, dignity and worth of every person and will treat everyone fairly within the context of their sport, regardless of religious belief, political opinion, racial or ethnic group (including members of the Irish Traveller community), age, marital and/or family status, sexual orientation, men and women generally, persons with a disability or persons without, and persons with dependants and persons without.

We are opposed to all forms of unlawful and unfair discrimination. All club members, office bearers, employees and volunteers who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Our equal opportunities policy applies to all club members, office bearers, employees and volunteers to help all those in our club to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources available within our club.

### 2 Equality Commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting an enjoyable sporting environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate

- Regarding all breaches of equal opportunities policy as misconduct which will be dealt with through the club's normal procedures.

This policy will be made available to all club members and those working for the club through [club to identify how: new member pack or website].

The effectiveness of our equal opportunities policy will be reviewed regularly [at least annually] and action taken as necessary.

### **3 Implementation**

The club's office bearers, and including the Chair and Club Secretary, or Person in Charge, have specific responsibility for the effective implementation of this policy. Each office bearer also has responsibilities and we expect all our club members, volunteers and employees to abide by the policy, and help create the equal opportunities environment which is the objective of the policy.

In order to implement this policy we shall:

- Communicate the policy widely
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy, into job descriptions and work objectives of staff
- Provide equality training and guidance as appropriate to employees and volunteers
- Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our club, its members, volunteers and staff.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

### **4 Monitoring and Review**

The effectiveness of our equal opportunities policy will be reviewed regularly and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

### **5 Complaints**

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed club procedures [Complaints/disciplinary/grievance procedures]. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination through the courts or to an Industrial/ Equality/ Fair Employment Tribunal under the following anti-discrimination legislation:

#### RoI Legislation

- The Employment Equality Acts 1998 and 2004
- The Equal Status Acts 2000 to 2004
- The National Disability Authority Act 1999

#### NI Legislation

- Sex Discrimination (NI) Order 1976, as amended
- Employment Equality (Sexual Orientation) Regulations (NI) 2003
- Employment Equality (Age) Regulations (NI) 2006
- Disability Discrimination Act 1995, as amended
- Race Relations (NI) Order 1997, as amended
- Fair Employment & Treatment (NI) Order 1998, as amended
- Equal Pay Act (NI) 1970, as amended
- Northern Ireland Act 1998

(Any later amendments to the above acts/regulations, or future acts/regulations that are relevant should be added.)

However, employees wishing to make a complaint will normally be required to raise their complaint under our internal grievance procedures first.

Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Date: .....

Signature: ..... [Chair/Person in Charge]

Signature: ..... Secretary [delete this line if not applicable]

## Appendices

Further information, for example, other policies, grievance procedures, information about relevant law, etc, or contact details may be added in appendices at the Club's discretion.

For further information on the statutory disciplinary, dismissal and grievance procedures:

For NI, see [www.lra.org.uk](http://www.lra.org.uk) or advisory publications of the Department for Employment and Learning at [www.delni.gov.uk](http://www.delni.gov.uk)

For RoI, see

[www.citizensinformation.ie/en/employment/equality\\_in\\_work/equality\\_in\\_the\\_workplace.html](http://www.citizensinformation.ie/en/employment/equality_in_work/equality_in_the_workplace.html)