



Magdala Lawn Tennis Club ('the Club')

EQUALITY AND DIVERSITY POLICY

POLICY STATEMENT

The Club recognises that discrimination and victimisation are unacceptable and damage relationships amongst members of the Club. The Club aims to ensure that no member receives less favourable treatment because of their age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all members, committee members and volunteers are recognised and valued.
- No form of intimidation, bullying or harassment will be tolerated.
- We will periodically review our procedures to ensure fairness.
- Breaches of our equality policy will be dealt with appropriately by the committee.

RESPONSIBILITIES OF COMMITTEE

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the committee. The committee will ensure that:

- members are aware of the policy and the reasons for it;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained.

RESPONSIBILITIES OF MEMBERS

Responsibility for ensuring that there is no unlawful discrimination rests with all members. In particular, all members should:

- make themselves familiar with and comply with the policy;
- not discriminate in their activities for the Club or induce others to do so;
- not victimise, harass or intimidate other members;
- inform the committee if they become aware of any discriminatory practice.

GRIEVANCES/DISCIPLINE

Members have a right to pursue a complaint concerning discrimination or victimisation by referring the matter to the committee.