



# SARUM ORIENTEERING CLUB

## POLICY STATEMENT

### Equity Policy

Sarum Orienteering Club has an ongoing commitment to treating all people fairly. No participant or volunteer will receive less favourable treatment on the grounds of age, creed, colour, disability, ethnic origin, gender, marital status, sexuality or social class or be placed at a disadvantage by conditions or requirements which cannot be shown to be relevant to performance.

Sarum Orienteering Club recognise its legal obligations under:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- The Sex Discrimination Acts 1975 and 1986
- The Race Relations Act 1976
- Equal Value Amendment Regulations 1983
- The Disability Discrimination Act 1995
- Human Rights Act 1998

Sarum Orienteers will

- adopt a planned approach to eliminating barriers which create discrimination.
- give clear guidance to individuals working within the Club on the commitment to equity.
- promote this policy to all members of the Club.
- promote personal development for all participants and to support their progress within the Club and, where appropriate, provide specialised facilities, equipment and individual training.
- continuously monitor and review the Club's selection criteria and procedures in relation to participation to ensure people are treated solely on the basis of merits and abilities which are appropriate to the position.
- adopt a planned approach to taking positive action towards groups which are currently under-represented in the Club's membership, and orienteering in general.

The overall responsibility for monitoring and evaluation of equity in the Club will be with the Committee, who may delegate any part of the role to an appropriate individual or group. The Club regards discrimination, harassment or victimisation as serious misconduct, which is likely to bring the Club into disrepute. Thus, any complaint on any of these grounds will be dealt with under the Club's Disciplinary Rules and Procedures.

Definitions:

Direct Discrimination: the treatment of one person less favourably than another would be in similar circumstances  
Indirect Discrimination: the implementation of requirements or conditions, which, whilst applied equally to all, have the effect of putting some individuals or groups at a disadvantage, and cannot be objectively justified on the grounds of relevance to the proper performance of the activity involved.

Harassment: actions or comments that cause persistent offence to a person or group.

Victimisation: the treatment of someone less favourably than others because s/he has taken action against the Club or individuals under one of the relevant acts (as previously outlined), or provided information about such discrimination.