



EQUAL OPPORTUNITIES POLICY

ABINGDON SQUASH and RACKBALL CLUB

Abingdon Squash and Racketball Club ("ASRC") is an equal opportunities supporter. ASRC will make every effort to ensure, that there is no discrimination or harassment on the grounds of colour, race, nationality, religion, ethnic origin, disability, age, gender or marital status or sexual orientation for its members and visitors.

In issuing this policy, ASRC has three main objectives, to:

- encourage its members to take an active role against all forms of harassment and discrimination;
- deter members from participating in harassment or discriminatory behaviour
- demonstrate to all members that they can rely upon ASRC's support in cases of harassment or discrimination at the club. ASRC is committed to a playing and social environment that offers equal treatment and equal opportunities for all its members and visitors.

HARASSMENT

Harassment of individuals or any other form of discrimination will not be tolerated under any circumstances and a member who harasses or discriminates against another member or visitor of ASRC, will be subject to an investigation by the committee which may lead to exclusion from the club and loss of membership. Any concerns about harassment should be reported to a committee member who will advise the club Chairperson with 48 hours to ensure a timely and robust investigation can be conducted by an independent committee member.

Harassment may include any unwanted verbal or physical abuse and/or advances and/or behaviour which a member/visitor finds offensive and which causes them to feel threatened, humiliated, patronised or harassed. Harassment may be deliberate or unconscious, open or covert, direct or indirect, an isolated incident or repeated action. It will not necessarily be a defence that such incidents consist of words or behaviour which might be claimed to be "common place" or intended as a joke.

It is the duty and responsibility of ASRC and every member to stop all types of harassment and discrimination in the club. It is only through the efforts of individual members that harassment and discrimination can be eradicated. We must all recognise that every member has the right not to be subjected to any form of harassment or discrimination whilst at the club whether from other members or other individuals.

Additionally, we must ensure that no members subject other members or visitors to any form of harassment or discrimination whilst attending the ASRC premises.

The following are an examples of harassment and this is not an exhaustive list.

RACIAL HARASSMENT

Racial harassment is racial discrimination and is contrary to the British Safety Council ("BSC") equal opportunities policy. It is also unlawful. This type of harassment will not be tolerated under any circumstances and BSC will take prompt action upon becoming aware that such incidents have taken place.

Racial harassment may include:-

- Abusive language and racist jokes.

- Racial name calling.
- The display or circulation of racially offensive, written or visual material including graffiti;
- Physical threats, assault and insulting behaviour or gestures;
- Open hostility towards members or individuals of a particular racial group,

The above examples are not exhaustive and each incident of harassment or discrimination will be viewed on its individual facts.

SEXUAL HARASSMENT

Sexual harassment is similarly sex discrimination, unlawful and contrary to ASRC's equal opportunities policy and is defined as unwanted behaviour of a sexual nature by one member towards another.

Examples of harassment include:-

- Insensitive jokes and/or pranks;
- Lewd comments about appearance;
- Unnecessary body contact;
- Requests for sexual favours;
- Speculation about a members private life and/or sexual activities;
- Threatened or actual sexual violence;

Whilst the above list gives examples of sexual harassment, harassment takes many forms, from relatively mild sexual banter to actual physical violence and the above examples are not exhaustive.

Harassment of an individual in this manner on the basis of their sexual orientation (i.e because they are homosexual, transsexual or undergoing "sex change treatment") will also be regarded as sexual harassment by BSC and will not be tolerated.

HARRASSMENT OF INDIVIDUALS DIFFERENT ABILITY LEVEL

Harassment of an individual who has a different ability or has had a different ability in the past is unlawful. It is also contrary to ASRC's equal opportunities policy, which seek to ensure that all people receive treatment that is fair and equitable.

In accordance with statutory requirements, ASRC recognises that a person with a different ability is someone who has or has had a physical or mental impairment which has a substantial and long term adverse effect on his/her normal day to day activities. Therefore, depending on individual circumstances, a person, who has been seriously injured, has or has had a progressive illness, significant learning differences or challenged hearing/vision/mobility, is likely to have different ability.

Examples of harassment include:-

- Non verbal offensive gestures (e.g. staring at a particular affliction);
- Insensitive jokes, pranks, nicknames or comments

As part of the ASRC's equal opportunities policy we will make every effort, to ensure all members and visitors are treated equally and we will make adjustments as are necessary and practical to enable them to use the club.

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