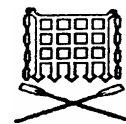


# Wallingford Rowing Club Ltd. Equity Policy.



## **Equity Statement:**

Wallingford Rowing Club Ltd (WRC) has an ongoing commitment to treating all people fairly.

Thus, no participant, volunteer, job applicant or employee will receive less or more favorable treatment on the grounds of their gender, marital status, social class, sexual orientation, age, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to that activity or the role that person fulfils.

## **Equity Process:**

WRC will:

1. Eliminate any barriers that discriminate against particular groups or individuals.
2. Give clear guidance to individuals working within the club as employees or volunteers, on the commitment to equal opportunities.
3. Recognise its legal obligations under:
  - 3.1. The Race Relations Act 1976, Amended 2000.
  - 3.2. The Sex Discrimination Act 1975.
  - 3.3. The Disability Discrimination Act 1995.
4. Monitor selection criteria and procedures in relation to participation, to ensure that all individuals are treated and selected solely on the basis of appropriate merit and ability.
5. Promote personal development for all participants, volunteers and employees, to support their progress within the Club and where reasonable and appropriate, provide specialized facilities, equipment and individual training.
6. Fulfill its social responsibility towards its participants, volunteers and employees and the community in which it operates to ensure that appropriate support is given during times of personal difficulty.

**WRC regards Discrimination as gross misconduct and any Club participant, volunteer or employee who discriminates against any other person will be liable to disciplinary action.**