

## **Dovey Yacht Club ~ Clwb Hwyllo Dyfi (DYC ~ CHD) EQUALITY POLICY**

### **Objectives**

- To make boating an activity that is genuinely open to anyone who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that the Club's services, including training schemes, are accessible to all, including those who have been under-represented in the past.

### **Policy Statement**

Dovey Yacht Club / Clwb Hwyllo Dyfi is committed to

- The principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.
- Promoting a good and harmonious environment in which all participants are treated with respect.
- Preventing occurrences of unlawful direct or indirect discrimination harassment and victimisation.
- Fulfilling all legal obligations under equality legislation.
- Taking appropriate affirmative or positive action where appropriate.

### **Implementation**

- It is the responsibility of all members, employees and volunteers to abide by this policy and bring to the attention of the management board any inappropriate behaviour.
- Appointments to voluntary or paid positions with the Club will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- The Club reserves the right to discipline any of its members, volunteers or employees who practise any form of discrimination in breach of this policy.
- Any disciplinary matters will be dealt with under the 'Disciplinary and Complaints Policy and Procedures'
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis.

### **Complaints**

- Any member who believes he or she has suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with the management board. Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint will be dealt with seriously, promptly and confidentially.
- Any complaints should be referred to a Board member by e-mail to [sailing@doveyyachtclub.org.uk](mailto:sailing@doveyyachtclub.org.uk)
- The Board will then follow the Club's 'Disciplinary and Complaints Policy and Procedures'