

THE EYOT CENTRE EQUALITY POLICY – February 2024

The Eyot Centre is committed to promoting equal opportunities. This policy applies to all members and anyone volunteering or working on behalf of the Eyot Centre.

This policy sets out our approach to equal opportunities and the avoidance of discrimination at the Eyot Centre.

Equality Statement

The Eyot Centre is fully committed to the principle of equality. You will receive equal treatment regardless of age, disability, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (**Protected Characteristics**).

In addition, The Eyot Centre will endeavour to ensure that everyone is given the same opportunities regardless of their socio-economic background.

Discrimination

You must not unlawfully discriminate against or harass other people including current and former volunteers, trustees, members, customers, suppliers and visitors. This applies in the Eyot Centre, outside the Eyot Centre (when dealing with customers, suppliers and when wearing a section or Centre kit, and on club related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

- **Direct discrimination:** treating someone less favourably because of a Protected Characteristic.
- **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified.
- **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.

- **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability. If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

Breaches of this policy

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our problem solving guidelines. Serious cases of deliberate discrimination may amount to gross misconduct resulting in withdrawal of Centre membership.

If you believe that you have suffered discrimination you should raise the matter in confidence through your section Chair or a Trustee. Complaints will be treated in confidence and investigated as appropriate.

You must not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct.