



Equal Opportunities Policy and Guidance

- 1 Lincoln Canoe Club is committed to equal opportunities for all members, parents and visitors.
- 2 The Club does not discriminate on the basis of race, colour or nationality, ethnic or national origins, sex, gender reassignment, sexual orientation, marital or civil partner status, disability, religion or belief, age or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales (referred to below as Protected Characteristics).
- 3 Our intention is to enable everyone to operate in an environment that allows them to fulfil their potential without fear of discrimination or harassment. The Club's commitment to equal opportunities extends to all aspects of its activities including:
 - membership and induction procedures;
 - coaching, training, and selection;
 - conduct issues, discipline and grievances;
 - social activities.
- 4 This policy is intended to help the Club achieve its diversity and anti-discrimination aims by clarifying the responsibilities and duties of all officers, coaches and members in respect of equal opportunities and discrimination.
- 5 Achieving equal opportunities is a collective task shared between the Club and all its members.
- 6 The general committee has overall responsibility for this policy and for equal opportunities and discrimination law compliance and the Clubmark Officer has been appointed as the person with day-to-day operational responsibility for these matters.
- 7 All members have personal responsibility to ensure compliance with this policy, to treat other people with dignity at all times and not to discriminate against or harass other members or visitors. In addition, Officers, Committee members and Coaches have special responsibility for leading by example and ensuring compliance.
- 8 The Club's Officers must take all necessary steps to:
 - promote the objective of equal opportunities and the values set out in this policy;
 - ensure that their own behaviour complies in full with this policy;

- ensure that any complaints of discrimination, victimisation or harassment (including against themselves) are dealt with appropriately and are not suppressed or disregarded.
- 9 Discrimination occurs in different ways, some more obvious than others. Direct discrimination is less favourable treatment because of one of the Protected Characteristics. Indirect discrimination arises when an apparently neutral provision, criterion or practice in fact puts individuals with a particular Protected Characteristic at a disadvantage.
- 10 Harassment is:
- unwanted conduct which is related to a Protected Characteristic and which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them: or
 - unwanted conduct which is of a sexual nature and which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them (Sexual Harassment); or
 - less favourable treatment because of the rejection of or the submission to Sexual Harassment.
- 11 Any member who considers that they may have a disability is strongly encouraged to speak with the Disability Officer, so that appropriate support can be provided, if needed. For these purposes, disability includes any physical or mental impairment that substantially affects one's ability to perform day-to-day or sporting activities. Disclosure of this information will be treated in confidence, so far as is reasonably practicable, and the Club will strive for sensitivity and to ensure that everyone is treated with dignity and respect.

Equal Opportunities Policy Revision history

Rev	Date	By	Details of change
0	June 2015	JB	Initial issue.
1	June 2017	DJM	New logo

