



## **Equality Policy**

Running belongs to, and should be enjoyed by, anyone who wants to participate in it.

Airecentre Pacers commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

Airecentre Pacers is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The aim of our policy is to ensure that everyone is treated fairly and with respect and that Airecentre Pacers is equally accessible to them all.

Airecentre Pacers, in all its activities, will not discriminate, or treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that Airecentre Pacers will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Airecentre Pacers will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Airecentre Pacers will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to ongoing training and awareness raising events and activities to ensure the eradication of discrimination within the club and within running.

Airecentre Pacers is committed to a policy of equal treatment of all members and requires all members to abide to these policies and the requirements of the relevant equalities legislation – Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendment to these acts.

Airecentre Pacers commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

### **Complaints Procedure**

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct has been broken they should follow the procedures below

They should report the matter to the Club Secretary in writing or another member of the committee. The report should include:

- Details of what, when and where the occurrence took place;
- Any witness statement and names;

# **A**IRECENTRE **PACERS**

- Details of any previous complaints made about the incident, date, when and to whom made;
- Names of any others who have been treated in a similar way;
- A preference for a solution to the incident;

The Club's Management Committee will sit for any hearings that are requested

The Club's Management Committee will have the power to:

- Warn as to future conduct;
- Suspend from membership;
- Remove from membership;

... any person found to have broken the Club's Policies or Codes of Conduct.

If the complaint is with regard to the Club's Management Committee the member has the right to report the discrimination direct to the Association of Running Clubs.

Reviewed January 2020