



Exmoor Canoe Club – Since 2004.

ECC Equality and Diversity Policy – 2018

Exmoor Canoe Club is committed to promoting an environment, where every person who has contact with the club is treated with respect and dignity. No club member, coach/leader or any related third party should feel threatened, degraded on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious or political beliefs.

The club's committee is responsible for ensuring that all individuals receive the same treatment, regardless of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious beliefs or political beliefs.

This policy aims to prevent/tackle any potential/current discrimination, whether indirect¹ or direct², which involves anyone involved in club activities.

Exmoor Canoe club will aim to ensure:

- equal treatment of all individuals who have the right to participate and enjoy paddlesport activities.
- the creation of an open and friendly environment for anyone accessing the club
- prevention of discriminatory behaviour, which will not be tolerated within the club
- taking any allegations or incidents of discrimination or any type of unfair treatment seriously and responding to them swiftly

It is the responsibility of the club's committee to ensure that this policy is published and accessible to all club members, coaches and any relevant third parties.

¹ Indirect – for example, in relation to sex discrimination, it is prohibited to have criteria or practices which, while not being directly discriminatory (such as refusing to recruit female employees or candidates because they might become pregnant), have the **effect** of disadvantaging one sex more than the other. A claim of indirect sex discrimination provides a potential remedy if flexible working is refused or inflexible working imposed on a worker, rather than a right to request flexible working.

² Direct - this is where you openly treat any sector of the community less favourably than others. For example, you may state in a job advertisement that men are only welcome to apply for a particular job vacancy. This is direct discrimination and is unacceptable.