



# EQUAL OPPORTUNITIES POLICY

## SQUASH LINK

### 1 Statement of Policy

The aim of this policy is to communicate the commitment of Squash Link to the promotion of equality of opportunity.

It is our policy to provide equality of opportunity to all.

Squash Link respects the rights, dignity and worth of every person and will treat everyone fairly, regardless of religious belief, political opinion, racial or ethnic group, age, marital and / or family status, sexual orientation, men and women generally, persons with a disability or persons without, and persons with or without dependents.

We are opposed to all forms of unlawful and unfair discrimination. All programme members, office bearers, staff members and volunteers who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Our equal opportunities policy applies to all programme members, office bearers, staff and volunteers to help all those in the Squash Link programme to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources available within our programme.

### 2 Equality Commitments

We are committed to:

- Promoting equality of opportunity for all persons;
- Promoting an enjoyable sporting environment in which all persons are treated with respect;
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- Fulfilling all our legal obligations under the equality legislation and associated codes of

practice;

- Taking lawful affirmative or positive action, where appropriate;
- Regarding all breaches of equal opportunities policy as misconduct which will be dealt with through the club's normal procedures.

This policy will be made available to all programme participants and those working for the programme, through [www.squashlink.org](http://www.squashlink.org).

The effectiveness of our equal opportunities policy will be reviewed regularly [at least annually] and action taken as necessary.

### 3 Implementation

The programme's office bearers including board members and the Executive Director, have specific responsibility for the effective implementation of this policy. Each office bearer also has responsibilities and we expect all our club members, volunteers and employees to abide by the policy, and help create the equal opportunities environment which is the objective of the policy.

To implement this policy, we will:

- Communicate the policy widely;
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy, into job descriptions and work objectives of staff and volunteers;
- Provide equality training and guidance as appropriate to staff and volunteers;
- Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training;
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our club, its members, volunteers and staff;
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

### 4 Monitoring and Review

The effectiveness of our equal opportunities policy will be reviewed regularly and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

### 5 Complaints

Staff and volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed programme procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.