

Avondale Lawn Tennis Club

Section 2– Policies and procedure

2.1 Equality and Diversity Policy

This policy is fully supported by the Avondale Lawn Tennis Club General Committee, which is responsible for the implementation and review of this policy.

Avondale Lawn Tennis Club will therefore adhere to the following:

- a) be responsible for setting standards and values to apply throughout the club at every level, as tennis should be enjoyed by every one who wants to play the game.
- b) be committed to eliminate discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities.
- c) ensure that it treats its employees, members, non-members and visiting teams fairly and with respect and will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events.
- d) not tolerate harassment, bullying, abuse or victimisation of an individual (which the club regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
- e) be committed to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the General Committee may impose such sanction as it considers appropriate and proportionate to the discriminatory behaviour.
- f) be committed to taking positive action where inequalities ('Women', disabled people and those from 'ethnic minority groups' are termed as being under-represented in sport), exist and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity in tennis.
- g) be committed to a policy of fair and equitable treatment of all members and employees and requires all members and employees to abide by and adhere to these policies and the requirements of the Equality Act 2010 as well as any amendments to this act and any new legislation.

In the event that any employee, member, visitor or visiting team feels that he, she or it has suffered discrimination or harassment in any way or that this policy, or code of conduct have been broken they should report the matter through the Complaints Policy.