

## Summary of British Rowing Equity Policy

### SPORTS EQUITY

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

### EQUITY POLICY STATEMENT

British Rowing is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief. British Rowing will ensure that everyone who wishes has an equal opportunity to participate in the sport of rowing at all levels.

### PURPOSE

It is the aim of British Rowing to ensure that all present/potential members/employees are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

British Rowing recognises that, in some cases, to achieve the principle of equality, unequal effort is required.

***Direct Discrimination:*** Treating someone less favourably than you would treat others in the same circumstances.

***Harassment:*** Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

***Victimisation:*** Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against British Rowing or provided information about discrimination, harassment or inappropriate behaviour.

British Rowing regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

All employees, members, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

#### **COMPLAINTS & DISCIPLINARY**

To safeguard an individual's rights under the policy an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member, volunteer or official who violates the association's equity policy. Disciplinary procedures are available from British Rowing.