

# Aquarius Sailing Club

## Equal Opportunities Policy

### Introduction

Equal opportunities means making sure everyone has a fair and equal chance to participate in our activities.

It means making sure that one person is not treated less favourably than another person because of their:

- ? Age
- ? Disability
- ? Marital status
- ? Responsibilities for dependants
- ? Race, colour, ethnic or national origins
- ? Religion, creed or belief
- ? Socio-economic background
- ? Gender or sex
- ? Sexual orientation
- ? Political beliefs
- ? Offending background
- ? Employment status
- ? Any other factor that can give rise to unfair treatment

Aquarius Sailing Club has therefore established the following policy:

### Policy

1. Aquarius Sailing Club values inclusiveness and is committed to the principles of equal opportunities in all areas of its activities.
2. Aquarius Sailing Club encourages membership from all sectors of the community.
3. Aquarius Sailing Club aims to ensure that harassment and discrimination on the basis of race, gender, ethnic background, sexual orientation, disability or age, are not experienced by members and their guests when on Club premises or when participating in Club activities
4. Within the bounds of practicality dictated by a physically active sport and the confines of a busy river Aquarius Sailing Club will ensure that its activities and events do not discriminate against members of disadvantaged groups.
5. Aquarius Sailing Club will work actively towards achieving equality of access to all areas of its premises. Achieving full equality of access may take time.
6. Aquarius Sailing Club will aim to ensure that its Flag Officers and Management Committee properly represent the broader membership. All members will be encouraged to participate in the running of the Club and to submit themselves for election and in accordance with Club rules.

Aquarius Sailing Club is committed to regular review of its policies to ensure they continue to promote equality of opportunity.

Overall responsibility for this policy and its implementation lies with the Management Committee.

Adopted on..... 16.03.2009

Last reviewed.....16.03.2009