



## **Equality Policy**

Table Tennis as one of the world's great sports is played and enjoyed by millions of people in every continent, irrespective of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief.

Haworth Hawks Table Tennis Club recognises that in an increasingly diverse society it is necessary to ensure that table tennis remains open and welcoming to all who wish to play, spectate, coach, officiate or work in the sport.

The club will therefore not accept any discrimination.

- Specifically discrimination is prohibited by:
  - Treating any individual on grounds of age, gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others. Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
  - Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
  - Victimisation of an individual.
  - Harassment of an individual, by virtue of discrimination.
  - Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds.
- Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Haworth Hawks Table Tennis Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

- Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Table Tennis Club's policy, any members offending will be dealt with under the disciplinary procedure.
- Haworth Hawks Table Tennis Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made available to such members who request it.