



## Equality and Diversity Policy Statement

Cambridge Harriers is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

*Sports equity and diversity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.*

- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

### Disciplinary and Grievance Procedures under the Policy

- Any individual involved in the Clubs activities who believes they have not or are not being treated fairly and equitably are entitled to bring a complaint to the attention of the Club, by reporting the matter to one of the Clubs Welfare Officers or any member of the Club General Committee.
- Any such complaint will be treated seriously and dealt with under the Clubs disciplinary procedures.

Harassment can be defined as unwanted conduct affecting a person's dignity. It may be related to age, sex, sexuality, race, disability, religion, nationality, or any personal characteristic of the individual, and may be persistent or an isolated incident. It can be from an individual or group. The key is that the actions or comments are viewed as demeaning and unacceptable to the recipient. Harassment that is related to sex, sexuality, race, or disability may be unlawful.

## Definition of Terms

### Bullying

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate, or injure the recipient. In essence it is any unwanted attention shown to recipient.

### Discrimination

Discrimination can be described as distinguishing unfavourably or unfairly between individuals because of their age, race, sex, disability religion etc. Direct Discrimination is treating an individual less favourable than others and indirect discrimination occurs when a condition is applied which affects a person or group of people.

### Victimisation

Victimisation is less favourable treatment of an individual because they are believed or known to have made a complaint or given evidence or information in connection with similar.