



## **Equal Opportunities Policy**

Hereford Lads Club FC is committed to a policy of equal treatment of all members and requires all members of whatever level or authority to abide and adhere to this general policy and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically, discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality, ethnic or national origin, religion, sexual orientation or disability, less favourably than others.
- Expecting any individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever relating to their membership, which are different 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 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 the effect of which disadvantages 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.

Hereford Lads 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 ceases 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 Lads Club FC policy, any members offending will be dealt with under its disciplinary procedure.

Lads Club FC 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 given to such members who request it.