

Llanrwst Canoe Club

Equality Policy

- Llanrwst Canoe Club is committed to a policy of equal respect for and treatment of all members. The club requires all members of whatever level, to abide by and adhere to these general principles and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and 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 where this occurs by:
 - Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnicity of 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 any 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 compared to others not of that race or sex.
 - Victimisation of an individual.
 - Harassment of an individual by virtue of discrimination.
 - Any other act of omission which has the effect of disadvantaging one member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Llanrwst Canoe Club commits itself to the immediate investigation of any claims of discrimination on the above grounds. Where such is found to be the case, it will require that the practice cease forthwith and restitution for damage or loss (if necessary) be made. Where any member is accused of discrimination, the case will be investigated.

- Any member found guilty of discrimination will be instructed to cease forthwith. Since discrimination in its many forms is against the Club's policy, any offending members will be dealt with under the club's disciplinary procedures as outlined in the Club's constitution.
- The 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 to gain access to club activities. Appropriate training will be given to those who request it.