

# **HASTINGS RUNNERS**

## **EQUALITY AND DIVERSITY POLICY**

Running belongs to, and should be enjoyed by, anyone who wants to participate in it. Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability

Hastings Runners is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community

- The aim of this policy is to ensure that everyone is treated fairly and with respect and that Hastings Runners is equally accessible to them all.
- Hastings Runners is responsible for setting standards and values to apply throughout the club at every level. Running belongs to, and should be enjoyed by anyone who wants to participate in it.
- Hastings Runners' commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.
- Hastings Runners will ensure that it treats people fairly and with respect, and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.
- Hastings Runners will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.
- Hastings Runners will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
- Hastings Runners are committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within the club and within running.
- Hastings Runners is committed to a policy of equal treatment of all members and requires all members to abide to these policies and

the requirements of the relevant equalities legislation – Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendment to these acts.

- Hastings Runners commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.