



— Founded 1988 —

EQUAL OPPORTUNITIES POLICY STATEMENT Updated January 2019

G.A.D. Khalsa Sports Club (the club) is committed to a policy of equal treatment of all members and requires all members of whatever level of authority, to abide and adhere to this general principle and the requirements of the codes of practice issued by the Equal Opportunities Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sexual Discrimination Act 1986, and the Disability Discrimination Act 1995.

Specifically the Club prohibits discrimination by:

- ✚ **Treating any individual less favourably than others on the grounds of gender, colour, marital status, race, nationality, ethnic or national origin, religion, sexual orientation or disability.**
- ✚ Expecting an individual solely on the grounds stated above to comply with requirements for any reason whatsoever related to their membership, which are different from the requirements expected of others.
- ✚ Imposing on an individual requirement which is 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, bullying.
- ✚ Harassment of an individual, by virtue of discrimination.
- ✚ Any other act or omission of an act, which has as its effect the disadvantage of a member against another, or others, purely on the above grounds.

In all of the Clubs recruitment, selection and training processes, and in its disciplinary matters, decisions will be made as objectively as possible on the basis or merit, experience, skill and temperament.

The Club is committed to the immediate investigation of any claims of discrimination on the above grounds and where discrimination is found to be the case, the Club shall ensure that the practice ceases forthwith.

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