

Poole Sailability
Equal Opportunities Policy
Prepared 13 November 2009

1 General Principal

Poole Sailability is committed to equality of opportunity for its members through the provision of an environment in which everyone is able to realise their full potential and contribute to the successful achievement of our aims.

We will take positive steps to ensure our services are accessible and reach all sections of the local community.

2 Policy

(1) Poole Sailability aims to ensure that no member or applicant for membership is discriminated against, harassed or victimised on grounds of:

- Age.
- Colour.
- Current employment status.
- Disability.
- Ethnic or national origins.
- Gender.
- HIV status.
- Marital status.
- Religion.
- Philosophical views.
- Sexual preference.
- Political persuasion.

(2) The only exception to the above would be where legal or membership restrictions prevent adherence to the Policy, e.g. CRB checks.

(3) Records will be kept as necessary to ensure that the policy is effectively monitored and maintained.

(4) The Committee will bring to the attention of all members and applicants, the provisions in this Policy.

- (5) It is the responsibility of all members to ensure that this policy is effective. The chair and the committee are responsible for monitoring the implementation of the policy.
- (6) Our membership requirements will not differentiate between people, directly or indirectly, on grounds that constitute discrimination. Anyone involved in membership selection must work within the requirements of this policy.
- (7) All members will adhere to this policy and failure to do so may be cause for disciplinary action, which could lead to withdrawal of membership.
- (8) Any member or aspiring member who considers that he or she is suffering from unequal treatment on any grounds should in the first instance report this to the Chair, Vice Chair or Welfare Officer.
- (9) Reported grievances will be dealt with according to the Sailability Rules.

3 Definition of Terms

Direct discrimination means treating a person, on the above grounds, less favourable than others are or would be treated in the same circumstances.

Indirect discrimination means applying a requirement or condition which, whether intentional or not, has an adverse effect on one particular group.

Harassment is any behaviour deliberate or otherwise, which is unwanted, unwelcome, found to be offensive, objectionable, upsetting or embarrassing to the recipient, and which might threaten or create a stressful or intimidating environment.

Victimisation is treating a person less favourably than others because they have exercised their right under this policy.