

53-11 Cycling Club Equality and Diversity Policy

A. The Club's Commitment

The club is committed to eliminating discrimination and promoting equality and diversity. The club will treat everyone equally and with the same attention, courtesy and respect and will not discriminate against any person, nor victimise or harass them on the grounds of their race or racial group (including colour, nationality and ethnic or national origins), gender (including marital status, gender reassignment, pregnancy, maternity and paternity), sexual orientation (including civil partnership status), religion or belief, age or disability.

For the avoidance of doubt this policy covers harassment, bullying and intimidation.

Ultimate responsibility for implementing the policy rests with the committee of the club. The club has appointed the Welfare Officers who may be in post at the time to be responsible for the operation of the policy. All members of the club are expected to pay due regard to the provisions of this policy.

B. Complaints of Discrimination

The club will treat seriously and will take action where appropriate concerning all complaints of breaches of this policy. Complaints should be made informally to one of the Welfare Officers who may be in post at the time. It is hoped as we are a small club initially a chat to the offender by the Welfare Officer will enable the matter to be resolved. If the situation persists an investigation will follow and if proven the offender will either be suspended from the club for a period of time, or expelled.