



## **Newry Rugby Football Club Equality Policy**

### **1. Introduction.**

We as a club are committed to equality of opportunity for all at our club and on our premises. This means we will make good faith efforts to comply with the spirit and letter of our equality laws.

We will continually work to ensure that our members, players, opposition, visitors and customers will always be treated with dignity and respect in a harmonious environment that is open and welcoming to all.

We will not discriminate unlawfully against or harass any person on the grounds of -

<b>Religious belief</b>	<b>Racial group</b>	<b>Political opinion</b>
<b>Disability</b>	<b>Age</b>	<b>Sex</b>
<b>Sexual orientation</b>	<b>Pregnancy or maternity</b>	<b>Gender reassignment</b>

We will also work to ensure that our premises and the way in which we deliver our sport and services do not unreasonably exclude or disadvantage those who have disabilities. To this end we will comply with the duty to make reasonable adjustments that is imposed on us in relation to such persons. We understand that an unjustified failure to comply with that duty would be an act of unlawful discrimination.

### **2. Rights of members, players, opposition, visitors and customers.**

Our members, players, opposition, visitors and customers have a right to gain access to our club, sport and services and to be treated by us in a way that is fair, open and welcoming and that is free from unlawful discrimination and harassment. They also have a right to complain about any treatment from us that falls below acceptable standards should it occur.

We have established a complaints procedure to deal with such complaints and we would encourage aggrieved persons to use it. All complaints will be dealt with seriously, promptly and confidentially. Our complaints procedure does not replace the right of aggrieved persons to also pursue complaints to our Courts.

Members, players, opposition, visitors and customers who make complaints of discrimination and harassment, and others who give evidence or information in connection with such complaints, will not be victimised (i.e. they will not be

discriminated against or harassed in retaliation for their actions). Victimisation is also discrimination contrary to the equality laws and this policy.

### **3. Member, player, opposition, visitor & customer responsibilities.**

We ask our members, players, opposition, visitors and customers to respect this policy and our efforts to implement it. Individuals should treat our players, members, volunteers, employees and our customers with dignity and respect. We will give serious consideration to withdrawing club membership and access to our services from anyone who fails to do this.

### **4. Office bearers and employees' responsibilities.**

All our office-bearers and employees must comply with this policy. They must treat our members, players, opposition, visitors and customers with dignity and respect. They must not themselves commit any acts of unlawful discrimination or harassment against any other person. Such behaviour will not be permitted or condoned. We will treat it as misconduct which may warrant dismissal from our club and banning future membership.

All our office bearers and our employees should discourage discrimination and harassment by making it clear that they find such behaviour unacceptable and by supporting those who suffer such treatment. Anyone who is aware of any breaches or potential breaches of this policy should alert the Club Chairman, Honorary Secretary, Youth Convenor or Club Welfare Officer to enable us to deal with it.

### **5. Our responsibilities.**

We will continually make good faith efforts to implement this policy. This responsibility will be carried out primarily by the current Chair of Newry Rugby Football Club with the support of other office bearers. We will –

- Provide all with a copy of this policy and explain it to them at our open days, start of season players induction days and other appropriate times.
- Provide appropriate training via the Irish Rugby Football Union to those in “customer facing” roles to prepare them to be able to deal effectively with breaches or potential breaches of this policy.
- Display this policy in a prominent place within our club-house where it may be read.
- Make copies of the policy available in alternative formats on request.
- Ensure that all complaints are dealt with promptly, seriously and confidentially and in accordance with our complaints procedure.

- Set a good example by treating all at Newry Rugby Football Club with fairness, dignity and respect.
- Be alert to unacceptable behaviour and will take appropriate action to stop it.
- Monitor all complaints and review the effectiveness of this policy periodically.