

# **Dumfries Running Club**

## **Equality Policy**

### **General**

Dumfries Running Club (the Club) has adopted Scottish Athletics' Equality Policy. The Club constitution states that it will strive to avoid intentional and unintentional discrimination by virtue of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation.

### **Equality Implementation**

The aim of our policy is to ensure that everyone is treated fairly and with respect and that the Club is equally accessible to everyone.

The Club is responsible for setting the standards and values that apply throughout the Club at every level. Running belongs to, and should be enjoyed by, anyone who wants to participate in it.

The Club's commitment is to confront and eliminate discrimination whether by reason of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation and to encourage equal opportunities.

The Club, in all its activities, will not discriminate or treat anyone less on the grounds of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation. It means that the Club 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.

The Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Club is committed to ongoing awareness to ensure the eradication of any discrimination within the Club and within running.

The Club is committed to a policy of equal treatment of all members and requires all members to abide by this policy and that of Scottish Athletics along with the requirements of the relevant equalities legislation – The Equality Act 2010 as well as any amendment to this act.

The Club commits itself to the immediate investigation of any claims, when it is brought to its 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.

In the event that any member feels that he or she has suffered discrimination in any way or that the Club's equality policy has been broken in they should follow the procedure for lodging a formal complaint.