

Strathaven Tennis Club

Diversity & Inclusion Policy

Strathaven Tennis Club is committed to encouraging equality and diversity among our members, and eliminating unlawful discrimination.

The aim is for our members to be truly representative of all sections of society, and for each member to feel respected. The club is also committed against unlawful discrimination of the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our membership.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- encourage equality and diversity in the membership.
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued. All members should understand they, as well as the club, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their membership, against fellow members and the public.
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, visitors, the public and any others in the course of the club's activities. Such acts will be dealt with as misconduct under the club's grievance and/or disciplinary procedures, and any appropriate action will be taken. Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited

to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

The Diversity and Inclusion policy is fully supported by the Clubs Committee.