



LONDON VOLLEYBALL ASSOCIATION

EQUALITY POLICY

The aim of this policy is to:

Ensure that all present and potential members / volunteers of the London Volleyball Association receive fair treatment

Ensure that there is open access for all those who wish to participate in the sport and that they are treated fairly.

The London Volleyball Association will:

- Promote equality of opportunity to its members/volunteers. It will monitor the implementation of this policy and keep members/volunteers informed of its impact.
- Ensure that the policy is effectively communicated and that all members fully understand their responsibilities as set out both in the policy and the legislation. In this it will take account of the:
 - Race Relations Act 1976
 - Sex Discrimination Act 1975, 1986 & 1999
 - Equal Pay Act 1970
 - Disability Discrimination Act 1995
 - Rehabilitation of Offenders Act 1974
 - Human Rights Act 2000
- All members/volunteers have a responsibility to observe this policy and to ensure that equality of opportunity is continuously provided for, in all the LVA's activities.
- Reserve the right to discipline any of its members/volunteers who practice any form of discrimination on the grounds of a person's age, colour, race, nationality, religion, ethnic or national origin, gender, marital status, sexuality (in respect of the LGBT+ community), HIV status, or unrelated criminal convictions, or disability.

TYPES OF DISCRIMINATION

Discrimination can take the following forms:

- Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

- The LVA regards discrimination, as described above, as gross misconduct, and any employee, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action.

HARASSMENT OR INTIMIDATION

The LVA will not tolerate harassment or Intimidation of an Individual. Where a complaint of such harassment or intimidation is lodged it will be dealt with promptly in accordance with the LVA Grievance Procedure.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, sexuality or some other characteristic.

COMMUNICATION

The LVA will enforce a requirement that all members agree to this policy on registration.

MONITORING

The LVA will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will keep volunteers and members informed of their impact. The extent and scope of such monitoring will reflect the particular local circumstances.

GRIEVANCE AND DISCIPLINARY PROCEDURES

To safeguard individuals rights under the policy, anyone, volunteer or member who believes that he / she has suffered inequitable treatment within the scope of the policy may raise the matter through the usual LVA grievance procedure.

Individual actions not compatible with this policy should be reported immediately to an LVA Executive Officer who will ensure the matter is investigated fully in accordance with the LVA's grievance and disciplinary procedures.

Disciplinary rules and procedures must make specific reference to the action and behaviours under this policy. Instances where it has been demonstrated that an individual has acted in a discriminatory way will be regarded as serious misconduct liable to disciplinary action, which may include summary dismissal or exclusion from the Association.

The LVA is concerned that individuals should feel able to raise any grievance and no one will be penalised for doing so unless the complaint is untrue and not made in good faith.

Version History

22 Apr 20: Version 0.1

2 May 20: Version 0.2 (including Fab's comments)