

# **The British Judo Association - Equal Opportunities Policy**

## **1. Equal Opportunities in Service Provision**

The Association has a desire and a duty to provide services fairly and without discrimination. The aim of this Policy is to ensure fair and equal treatment and opportunity for all members and users of the Association's services. The British Judo Association will work towards equality of opportunity for all and will devote energy and resources to the achievement of this aim.

The Association will not knowingly discriminate on grounds of disability, ethnic origin, gender or sexuality. The Association will strive to eliminate racism, sexism and all other forms of discrimination in sport. The British Judo Association's services will be equally available to all the Association's members.

Members of the Association are responsible for implementing this policy when carrying out Association activities. Members are expected to lead by example through their actions.

Exclusion from opportunities not only disadvantages those who experience discrimination and harassment but also deprives the wider community of the full contribution of their talents and energies. Empowering people to contribute more fully enriches our communal life.

## **2. Equal Opportunities in Employment.**

The Association is committed to the formulation and effective implementation of an Equal Opportunities Policy in employment practices. This policy applies to recruitment, promotion, transfer, training and re-training, the operation of grievance, disciplinary and redundancy procedures, the provision of employment benefits and generally to the application of all terms and conditions of employment.

Employees are expected to participate in the preparation and carrying out of practical measures to improve the Association's performance with regard to Equal Opportunities. Employees are also responsible for their behaviour towards colleagues and users of the Association's services, and are expected to meet appropriate standards.

People with disabilities shall not be prevented from employment with the Association on the grounds of disability, restricted access or inadequate equipment, where, with effort and reasonable expenditure the necessary adaptations could be made.

Employees will be recruited, trained and promoted solely on the basis of genuine job requirements, relevant experience and qualifications, skill, aptitude and other objective criteria.

A clear responsibility for providing Equal Opportunity rests with the Association's employees, however, all members of the Association are expected to avoid discrimination, to discourage it in others and to accept personal responsibility for the application of this policy. Employees should familiarise themselves with this policy and any guidelines issued as part of the equal opportunities process. The Association will endeavour to retain and/or offer re-training where necessary to employees who develop disabilities as a result of accident and/or illness.

It is the responsibility of each Divisional Manager and all team-managers and other supervisory staff to ensure that this policy is observed.

All procedures and practices relating to the recruitment and selection of employees will be regularly reviewed to ensure consistency with the principles of equal opportunities. All conditions of service will be kept under review to ensure they do not discriminate against any particular group.

Employment practices will be kept under review and adapted where necessary to meet the varying needs of employees. The introduction of flexible working hours and job sharing are examples of such practices.

As part of the policy the Association will treat as a disciplinary matter any deliberate act of discrimination or failure on the part of Association officials to challenge members acting in a discriminatory manner.

The Association also actively discourages, and treats as disciplinary matters any abusive, insulting or offensive remark, action or publication relating to employees or members of the Association on any of the grounds outlined in the aims and objectives of this policy.

All complaints of discrimination made by any employee or member of the Association will be thoroughly and promptly investigated.