



YORKSHIRE WOLDS RUNNERS EQUAL OPPORTUNITY POLICY

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Yorkshire Wolds Runners (YWR) is equally accessible to them all.

YWR is responsible for setting standards and values to apply throughout the club at every level.

Running belongs to, and should be enjoyed by anyone who wants to participate in it. YWR commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

YWR, in all its activities, will not discriminate, or treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that YWR 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.

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

We are committed to the development of a programme of on-going training and awareness raising events and activities in order to promote the eradication of discrimination within the club and within running.

YWR is committed to a policy of equal treatment of all members and requires all members to abide to these policies and the requirements of the relevant equalities legislation – Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendment to these acts.

YWR commits itself to the immediate investigation of any claims, when it is brought to their 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 first instance, this should be reported to Club Welfare Officer Kathryn Hammond on 07817 906897.

We are also committed to reviewing our policy and good practice annually.

Signed:

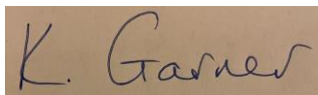
Handwritten signature of Paul Daley in black ink on a white background.

Date: 01-09-2023

Name: Paul Daley

Position: Club Chair

Signed:

Handwritten signature of K. Garner in black ink on a brown background.

Date: 01-09-2023

Name: Kerry Garner

Position: Membership Secretary