



Cambourne Exiles RFC

Equity Policy

Cambourne Exiles Rugby Football Club : www.cambourneexiles.com
(agreed at the 2016 AGM)

- Cambourne Exiles RFC recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential employees and members.
- Cambourne Exiles RFC aims to ensure that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in rugby union at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, referee, manager, administrator or spectator.
- It is the aim of Cambourne Exiles RFC, and its members, in its relationship with its members, employees, job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.
- Advice and training will be given to all those working for or on behalf of the club (Cambourne Exiles RFC).
- 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.

Exemptions

Cambourne Exiles RFC reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

Responsibility

Cambourne Exiles RFC expect all those acting on behalf of the organisation to adhere to this policy.

In pursuance of this policy, Cambourne Exiles RFC reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a persons age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.