

# **Rochdale Tennis Club – Equality, Diversity and Inclusion Policy**

*October 2018*

This policy aims to ensure that everyone is treated fairly and with respect and make sure that no members, non-members and visitors are denied access to Rochdale Tennis Club because of a discriminatory reason. This policy is fully supported by the committee of Rochdale Tennis Club who are responsible for the implementation and review of this policy.

This policy is underpinned by national legislation and reflects guidelines on good practice covering all current legislation.

This policy reflects the LTA Diversity and Inclusion policy which details different kinds of discrimination and can be accessed and downloaded from <https://www.lta.org.uk/>

Rochdale Tennis Club will do the following:

- be responsible for setting standards and values at every level throughout the club
- be committed to eliminate discrimination by reason of gender, sexual orientation, race, nationality, age, ability, social status, colour, ethnic origin, religion or disability
- ensure that employees, guests and contractors engaged by the club, members, non-members and visiting teams are treated fairly and with respect
- not tolerate harassment or bullying of any individual or group, including physical, verbal or online abuse and ensure that such behaviour is dealt with appropriate action
- be committed to the investigation of any complaints as detailed in the Club Complaints Procedure.
- be committed to take positive action where inequalities exist and promote equality and diversity in tennis
- be committed to a policy of equal treatment of all members and employees and abide by relevant equalities legislation

### **Club Complaints Procedure:**

- the complainant should report the matter in writing to the Club Welfare Officer, Sue Davenport, or another member of the Committee
- this report should include the details of what happened, when and where it took place, any witness details, names of any others (provided they give consent to their names being disclosed) treated in a similar manner
- If the person accused of discriminatory behaviour is a non-member, or not employed or contracted by the club the Club, the Welfare Officer or Committee will request that both parties submit written evidence regarding the incident and may decide to uphold or allow the complaint with, or without, a hearing.
- If it is necessary to hold a hearing, both parties will be entitled to attend and present their case
- the action taken as a result of the complaint will be provided to both parties within one calendar month of the decision. The Committee will have the power to impose sanctions including:
  - warn as to future conduct
  - suspend from membership
  - remove from membership
  - exclude a non-member from the Club, either temporarily or permanently
  - turn down a non-member's current and/or future membership applications
- either party may appeal a decision to the Secretary of Lancashire LTA in writing within three months of the notification of the decision
- If the complaint is regarding the club's committee, the member/visitor may report the discrimination or harassment directly to Lancashire LTA.

### **Responsibility**

Rochdale Tennis Club expects all stakeholders (members, visitors, guests and those working on behalf of the club) to adhere to this policy in full.

In pursuance of the policy Rochdale Tennis Club committee reserves the right to impose any of the sanctions listed above on any stakeholder deemed displaying behaviours and actions not in compliance with the policy.

It is the personal responsibility of all members to understand and carry out the policy