

ACCESS AND EQUITY/EQUAL OPPORTUNITY POLICY

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PURPOSE:

To ensure that the North East Windsports Club:

- Continuously strives toward access for diverse members and that all people with the club are treated equally and fairly with dignity and respect.
- Eliminates discrimination or harassment in the club based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age or political associations and beliefs.
- Is considerate of the socio economic circumstances of individuals and members.

GUIDELINES:

- All members of the club are expected to treat all people with respect and not to discriminate directly or indirectly against people based on personal characteristics.
- The club will value the diversity of its participants and welcome people of all abilities and backgrounds to participate in club activities.
- All club members have a responsibility to oppose discriminatory behaviour and promote equal opportunity.
- Exceptions to participation of an individual in a club activity must only be based on safety or maturation considerations.
- As far as is practical equity should be adopted across all areas of club operation including representation in areas of decision-making.

GRIEVANCES:

- Any breach of the above guidelines provides the grounds for invoking grievance procedures as specified in the *NEWC Grievances and Complaints Policy/Procedure*.