

Bedford Hockey Club Equal Opportunities Statement

Bedford Hockey Club is committed to a policy of treating all members equally. We require all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality. All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.

Specifically, discrimination is prohibited by:

- Treating any individual less favourably than others on grounds of gender, colour, marital status, race, nationality (or ethnic or national origin), religion, sexual orientation or disability.
- Expecting an individual to comply with requirements related to their membership which are different from the requirements for others, solely on the grounds stated above, for any reason whatsoever.
- Imposing requirements on an individual which are in effect more onerous on that individual than they are on others. For example this would include applying a condition which makes it more difficult for members of a particular race or gender to comply than others who are not of that race or gender.
- Victimising an individual.
- Harassing an individual by virtue of discrimination
- Any other act or omission of an act, which has its effect the disadvantaging of a member against another, or others, purely on the above grounds.

Thus, in the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible. This includes:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Hockey development activities
- Selection for teams
- Appointments to honorary positions

Bedford Hockey Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and to the investigation of any member accused of discrimination. Where such is found to be the case, it is required that the practice ceases forthwith and the Club's Committee takes appropriate action.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Hockey Club's policy, any members offending will be dealt with under the disciplinary procedure.

The Hockey Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as others members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Club Complaints Procedure

In the event that any member feels he or she has suffered discrimination in any way, or that the Club Policies, Rules or Code of Conduct have been broken, he/she should follow the procedures below.

1. Report the matter to the Club Secretary or another member of the Committee. This report should include:
 - Details of what, when and where the occurrence took place
 - Any witness statements and names
 - Names of any others who have been treated in a similar way
 - Details of any former complaints made about the incident, date, when and to whom made
 - A preference for a solution to the incident
2. The Club's Management Committee will sit for any hearings that are requested
3. The Club's Management Committee will have the power to:
 - Warn as to future conduct
 - Suspend from membership
 - Remove from membership