



Killingworth YPC

Equal Opportunities Policy

Killingworth YPC is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and to 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 in:

Treating any individual on ground of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favorably than others.

Expecting an individual solely on the ground stated above to comply with requirement(s) for any reason whatsoever related to their memberships, which are different to the requirements for others.

Imposing on an individual, any requirements that are in effect more onerous on that individual than they are on others, e.g. this would include applying a condition (which is not warranted by the requirements of the position) that makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.

Victimization of an individual

Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination) any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in the entire club's recruitment, selection, promotion and training processes, as well as disciplinary and other matters (in other words all instances where those in control of members are required to make judgements between

them) it is essential that merit, experience, skills and temperament be considered as objectively as possible

Killingworth YPC commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice ceases forthwith, restitution of damage or loss (if necessary) ceases forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

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

Killingworth YPC 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 other members. The difficulties of their disablement permitting, assistance will be given whenever possible to Appropriate training will be given to such members who request it.