

## **Mohawks Ice Racing Club (MIRC)**

### **Equity Policy**

Mohawks Ice Racing Club is fully committed to the principles of the **equality of opportunity**. It is the responsible for ensuring that no applicant, member, or volunteer receives less favourable treatment, on the grounds of age, colour, disability, ethnic minority, parental or marital status, nationality, religious belief, social status or sexual preference.

MIRC will ensure that there is open access for all those who wish to participate in the sport and that they are treated fairly.

MIRC promotes inclusion and is required by law not to discriminate against its members and recognises its legal obligations.

MIRC acknowledges that discrimination can be either direct or indirect. Direct discrimination relates to treating one person less favourably than another, Indirect discrimination occurs when a condition is applied equally to all but has a detrimental effect to a particular group and cannot be justified.

Harassment is any form of unwanted or unwelcome behaviour which includes mild unpleasant remarks, inappropriate conduct, or physical violence. It may be of a sexual or racial nature, or it can be directed towards people because of their age, sexuality, a disability, or some other characteristics.

Victimisation occurs when someone is treated less favourably than others for exercising their legal rights, using a complaints procedure, or supporting colleagues who have done so.

MIRC is committed to ensuring everyone involved in the club can conduct their activities in an environment that is free from discrimination, harassment, and victimisation.

A copy of this document will be available to all members and volunteers of the club. Everyone involved with the club have responsibilities to respect, act in accordance with and thereby support and promote the spirit of this policy.

MIRC may take special measures for any group that is currently under-represented in its membership.

#### **Monitoring and Grievance Procedures**

The MIRC Committee is responsible for ensuring that this equity policy is followed and for dealing with any actual or potential breaches.

To safeguard individual rights under the policy, an official who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter. Any member may at any time refer a complaint to the Chair.

MIRC is concerned that individuals should feel able to raise any grievance and no official or other will be penalised for doing so unless the complaint is untrue and not made in good faith.

Policy Reviewed: - June 2024