



Bassenthwaite Sailing Club Equality Policy

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The Policy:

Bassenthwaite Sailing Club (the Club) is committed to ensuring that all forms of sailing and boating are open, inclusive and accessible to all and that all members, visitors and staff are treated fairly and on an equal basis, irrespective of any protected characteristics. The Club will work hard to eliminate discrimination, harassment, abuse, bullying and victimisation within its environment, sport and across all its activities both on and off the water.

Members, visitors and staff will be assured of an environment in which their rights, dignity and individual worth are respected and in particular that they are allowed to enjoy our sport and any social or other activities without threat of intimidation, victimisation, harassment, bullying or abuse.

Bassenthwaite Sailing Club takes a zero tolerance approach to discrimination, victimisation, harassment, abuse and bullying.

Protected Characteristics:

The protected characteristics referred to above include:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Capability

Responsibility, Monitoring and Evaluation:

The Sailing Club's Council will be responsible for the implementation of this policy. The Council will review the policy, its implementation and actions annually and a review of the policy document wording will be carried out at least every three years.

A copy of the policy will be posted on the Club's website.

Complaints:

The Sailing Club Council will be responsible for the investigation and subsequent actions arising out of all complaints with regard to discrimination, victimisation, harassment, abuse and bullying and all kinds of unacceptable behaviour. Complainants who have a bona fide grievance or complain about unacceptable and unlawful behaviour for any of the reasons above will be assured a fair investigation without fear of being penalised for doing so.

The Commodore will investigate personally or will appoint a Council member to act on his/her behalf to investigate the complaint. The outcome of the investigation will be reported to the complainant in writing and the full Sailing Club Council will be made aware of the investigation's findings.