**Hartfell Hill Running Club**

**Equality & Diversity Policy**

We aspire to create an environment that is inclusive, fair and equal and which promotes dignity and respect. Bullying, harassment, victimisation or intimidation of any kind will not be tolerated and we aim to ensure that all club members, officials and volunteers feel able to raise any concerns they may have about any kind of discrimination.

The Equality Act 2010 covers nine protected characteristics which are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

There are different types of discrimination:

*Direct discrimination –* treating someone differently because of one of the protected characteristics

*Indirect discrimination* – a decision which is applied to everyone but puts one group/person at a disadvantage because they have one of the protected characteristics

*Harassment –* treating someone in a way that is offensive or hostile or that intimidates, degrades or humiliates them.

*Victimisation –* targeting someone because they have complained or supported a complaint of discrimination

**Responsibilities of the Club and Committee**

Ensure that the policy is made available to all club members and that they are aware of its existence and where to find it.

Respond to any complaint of discrimination quickly and investigate thoroughly.

Take appropriate action where there is any breach including applying disciplinary procedures where necessary.

**Responsibilities of Club Members**

Read and make sure they understand the policy and their responsibilities.

Treat others with respect and dignity and do not discriminate against, bully, harass, intimidate or victimise others.

Do not encourage others to discriminate against bully, harass, intimidate or victimise others.

Take action where they see such behaviour occurring. If they feel unable to challenge the behaviour at the time, they should report it at the first opportunity to the Club Welfare Officer or other appropriate committee member.