

**East Lothian Yacht Club Equity Policy Statement 2022**

East Lothian Yacht Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of our sport, regardless of religion or belief, gender reassignment, sexual orientation, sex, pregnancy & maternity, marriage & civil partnership, disability, race, age and Socio-economic Status.

East Lothian Yacht Club is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, victimisation, intimidation, harassment and abuse.

* We will treat everyone with the same attention, courtesy and respect
* We will show zero tolerance of discrimination, victimisation, harassment and abuse, dealing with any incidences seriously according to the disciplinary procedures set out in our [Constitution](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Felyc.org.uk%2Fresources%2FDocuments%2FPolicy%2520Documents%2Felyc_constitution_30oct2017.docx&wdOrigin=BROWSELINK)
* We will strive to create a culture of trust, where anyone experiencing discrimination feels confident to come forward and know they will be listened to and their concerns acted upon
* We will encourage and enable all staff, volunteers, participants and members to act and stand up to discrimination and to intervene if they become witness to such actions
* We will ensure that equity is incorporated across all aspects of our development by embedding good diversity and inclusion practice into our decision-making processes

East Lothian Yacht Club acknowledges and adopts the following UK Sport statement for sports equality:

*“Equality is about recognising and removing the barriers faced by people involved or*

*wanting to be involved in sport. It is about changing the culture of sport to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of sport”.*

We will invite open and friendly discussion to investigate any reasonable adjustments the club could make to ensure that anyone accessing the sport will be:

* Able to participate to the full extent of their own ambitions and abilities
* Assured of an environment in which their rights, dignity and individual worth are respected
* Assured of participating in an environment in which individual differences and the contributions of all participants are recognised and valued.

By implementing this policy East Lothian Yacht Club aims to ensure that we are providing a safe, welcoming and inclusive environment for all who wish to undertake boating and social activities within our club.