

# Athlone Sub Aqua Club



*Tigh-na-Mara*  
*Brick Island*  
*Coosan Road, Athlone*



## **Equality, Dignity and Respect in Sport Policy**

### **1. Introduction**

- 1.1 Athlone Sub Aqua Club is committed to providing a sporting environment that is free from discrimination and intimidation. The club therefore places considerable emphasis on establishing and maintaining *Equality of Opportunity* and *Dignity and Respect* within its organisation. The purpose of this policy is to explain what is meant by *Equality of Opportunity* and *Dignity and Respect* from the perspective of Athlone Sub Aqua Club and outline measures that will be taken to achieve them.

### **2. Equality of Opportunity**

- 2.1 Athlone Sub Aqua Club welcomes diversity. The club appreciates that the differences that exist between people can be a source of strength to its organisation. Consequently the club is dedicated to conducting its affairs in a manner that seeks to ensure that the potential advantages of diversity are maximised and that its potential disadvantages are minimised. The club in this regard aims to achieve more than simply discharging its obligations under all relevant legislation. It will also strive to take positive action in order to promote equality of opportunity within the club. Equality of opportunity can be regarded as the right of all persons to receive fair and equal treatment when seeking to access and participate in the club's activities. The club, subject to safety considerations, therefore will not discriminate against any person wishing to take part in the sports of scuba diving and snorkelling or be associated with the club's activities on any of the following nine discriminatory grounds:

- Age
- Disability
- Family Status
- Gender
- Marital Status
- Race
- Religion
- Sexual Orientation
- Socio-Economic Status

- 2.2 Athlone Sub Aqua Club is committed to taking all reasonable steps to identify and eliminate both direct and discrimination from its structures and practices. Direct and indirect discrimination are defined as follows:

- *Direct discrimination occurs where a person is treated less favourably than another person is, has been or would be treated in a comparable situation due to one of the nine discriminatory grounds specified in this policy.*
- *Indirect discrimination occurs where an apparently neutral provision or requirement, puts people at a particular disadvantage compared with others on the basis of one of the nine discriminatory grounds specified in this policy.*

2.3 In order to prevent the occurrence of direct and indirect discrimination Athlone Sub Aqua Club will adopt the following measures:

- Where relevant all promotion of the club shall highlight its equality of opportunity dimension.
- Recruitment methods shall contain nothing of a discriminatory nature and shall encourage applications for membership of the club from all members of society.
- Every member shall be given equal opportunity to develop diving, snorkelling and related skills in order to maximise their potential through training programmes organised by the club.
- The club, will endeavour, in so far as is reasonably practical, to meet any special and/or additional training needs of members.
- Participation in diving, snorkelling and related activities shall be determined solely by reference to merit and ability subject to safety considerations and compliance with club rules and regulations.
- All appropriate action shall be taken to ensure equal opportunity for every member to contribute to the administration and management of club business.

### 3. Dignity and Respect

3.1 All members of Athlone Sub Aqua Club have the right to be treated with dignity and respect. Consequently harassment, sexual harassment and bullying behaviours are not accepted and will not be tolerated by Athlone Sub Aqua Club. Harassment, sexual harassment and bullying are defined as follows:

- ***Harassment***  
*Any form of unwanted conduct, related to any of the nine discriminatory grounds specified in this policy, that has the purpose or effect of violating a member's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the member. The unwanted conduct may consist of acts, requests, spoken words, gestures or the production, display or circulation of written words, pictures or other material.*
- ***Sexual Harassment***  
*Any form of verbal, non-verbal, or physical conduct of a sexual nature which has the purpose or effect of violating a member's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. The unwanted conduct may consist of acts, requests, spoken words, gestures or the production, display, or circulation of written words, pictures or other material.*

- **Definition of Bullying**

*Bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical, or otherwise, conducted by one or more individuals against another or others, which could reasonably be regarded as undermining the individual's right to dignity.*

- 3.2 Athlone Sub Aqua Club will adopt a pro-active approach to the prevention of harassment, sexual harassment and bullying through processes such as issuing relevant communiqués, reviewing all of its practices, procedures and policies on a regular basis for compliance with this policy and taking appropriate and immediate remedial action if instances of such behaviours occur.

#### **4. Complaints**

- 4.1 Athlone Sub Aqua Club regards discrimination, harassment, sexual harassment and bullying as serious disciplinary offences.
- 4.2 Complaints concerning discrimination, harassment, sexual harassment and bullying should be made through the club's Disciplinary and Grievance Policy and Procedure.
- 4.3 Conduct constituting any interference, coercion, restraint or reprisal against a person complaining of discrimination, harassment, sexual harassment and bullying or participating in the resolution of such a complaint is considered a serious disciplinary offence.
- 4.4 The making of a frivolous, vexatious or malicious complaint of discrimination, harassment, sexual harassment or bullying will be regarded as a serious disciplinary offence.
- 4.5 Persons found guilty of committing an offence under this policy will face serious sanctions up to and including expulsion from club membership.

#### **5. Implementation, Monitoring and Review**

- 5.1 Overall responsibility for the implementation of this policy rests with the Board of Directors of Athlone Sub Aqua Club.
- 5.2 The Directors of Athlone Sub Aqua Club shall make all of its members and other relevant parties aware of the provisions of this policy.
- 5.3 The Directors of Athlone Sub Aqua Club shall subject this policy to on-going monitoring and review to ensure that it contributes as far as possible to the promotion of equal opportunities, dignity and respect.
- 5.4 Any queries concerning the operation of this policy should be directed to the club's Directors.

***This policy was approved at a Board of Directors Meeting held in the Tigh na Mara on Wednesday 10<sup>th</sup> February 2010 and will take immediate effect from this date.***

#### **Signed:**

*Brian Duffly* (Chairman)

**Date:** 10<sup>th</sup> Feb. 2010

*Deborah Riley* (Secretary)

**Date:** 10<sup>th</sup> Feb. 2010