



**DISABILITY SKIING WALES**  
**SGIO ANABLEDD CYMRU**

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## **EQUAL OPPORTUNITIES POLICY**

### **STATEMENT OF INTENTION**

Disability Skiing Wales (DSW) is fully committed to supporting the principle and practice of equality of opportunity. DSW aims to ensure that all people, irrespective of race, colour, ethnic or national origins, religion, creed, age, sex, marital status, social position, disability, sexual orientation, political opinion or social circumstance have a genuine and equal opportunity to participate in skiing at all levels and in all roles. This includes, job applicants, employees, participants, volunteers and spectators.

Equality of opportunity in DSW is regarded not as a privilege for some but as a right for all.

### **LEGAL REQUIREMENTS**

DSW recognises its legal obligations and will take account of (where appropriate):

- Equal Pay act 1970
  - Sex Discrimination Act 1975, 1986, 1999
  - Race Relations Act 1976
  - Rehabilitation of Offenders 1974
  - Disability Discrimination Act 1995
  - Human Rights Act 2000
- or any subsequent amendments or re-enactments thereof.

### **TYPES OF DISCRIMINATION**

**Direct Discrimination** is defined as treating a person less favourably than others would be treated in the same circumstances

**Indirect Discrimination** occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sex

or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

**Harassment** can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic

DSW is committed to ensuring that its employees, members and skiers are able to conduct their activities free from harassment or intimidation.

DSW regards discrimination and harassment, as described above, as serious misconduct and any employee of DSW, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action

## **IMPLEMENTATION**

- A copy of the policy shall be available to all professional staff and volunteers working for DSW - all these persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- A planned approach shall be adopted to remove discrimination against any group.
- DSW shall be committed to working only along side those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document.
- DSW will take measures to ensure that its employment practices are non discriminatory.
- No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

## **POSITIVE ACTION**

DSW may take positive action or introduce special measures for any group which is currently under-represented in its membership, representative bodies or workforce

## **MONITORING AND EVALUATION**

- DSW shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform employees, members and partners of their impact.
- The Chairperson shall have overall responsibility for the implementation of equal opportunities
- The Executive Committee is responsible for ensuring that this Equal Opportunities Policy is followed and to deal with any actual or potential breaches.

## **DISCIPLINARY AND GRIEVANCE PROCEDURES**

- To safeguard individual rights under the policy, an employee who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- Appropriate disciplinary action will be taken against any employee who violates the DSW Equal Opportunities Policy.
- DSW is concerned that individuals feel able to raise any grievance and no employee will be penalised for doing so unless it is untrue and not made in good faith.