

# Irish Table Tennis Association Ltd

## ULSTER BRANCH



### Equality and Diversity Policy

#### Statement Of Policy

The aim of this policy is to communicate the commitment of all members of Table Tennis Ulster to the promotion of equality of opportunity for all employees, volunteers and members.

It is our policy to provide equality for all, irrespective of

- Age;
- Gender (including gender re-assignment);
- Marital or civil partnership status;
- Disability;
- Religious belief or political opinion;
- Racial group;
- Sexual orientation;
- Illness or disease.

We oppose all forms of unlawful and unfair discrimination. All job applicants, employees, others who work for us, volunteers and members will be treated fairly, and will not be discriminated against. Decisions about recruitment, selection, employment, training or any other benefit will be made objectively and without unlawful discrimination.

#### Scope

Our Equal Opportunity Policy applies to all employees, potential employees, volunteers and members.

#### Equality Commitments

We are committed to

- Promoting equality of opportunity for all
- Promoting a good and harmonious environment in which all employees, volunteers and members are treated with respect
- Preventing occurrences of unlawful direct or indirect discrimination, harassment and victimisation;

- Fulfilling all our legal obligations under the equality legislation and associated codes of practice;
- Complying with our equal opportunities policy and associated policies;
- Taking lawful affirmative action where appropriate;
- Regarding all breaches of equal opportunities as misconduct that could lead to disciplinary proceedings.

## **Implementation**

The Chairman has specific responsibility for the implementation of this policy. Every member also has responsibilities and we expect all connected with Table Tennis Ulster to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees, job applicants, volunteers and members;
- Include duties in respect of implementing the equal opportunities policy into job descriptions and work objectives;
- Provide equality training and guidance as appropriate;
- Ensure that those engaged in selecting or promoting employees will be trained in non-discriminatory selection techniques;

## **Monitoring and Review**

The effectiveness of our equal opportunities policy will be reviewed at least once a year and action taken as necessary.

## **Complaints**

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed Table Tennis Ulster Grievance Procedure. A copy of this procedure is available from the Table Tennis Office. All complaints will be dealt with seriously, promptly and confidentially. Every effort will be made to ensure that employees who make complaints will not be victimised.