



Kent's Premier American Football Team Since 1990

Equal Opportunities Policy

www.kentexiles.co.uk

Amateur Club – Professional Outlook

Playing at Senior, Youth, Junior and Flag Age Groups

Date: 13/04/2014

Page No:1



Kent's Premier American Football Team Since 1990

The Kent Exiles American Football Club ("the Club") believes in fairness and is thus committed to a policy of equal treatment of all its members. The Club requires all members to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality. All members of the Club are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.

Specifically discrimination is prohibited by:

1. Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
2. Expecting an individual, solely on the grounds stated above, to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
3. Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
4. Victimisation of an individual.
5. Harassment of an individual, by virtue of discrimination.
6. Any other act or omission of an act, which has as its effect the disadvantaging of a member, employee or volunteer against another, or others, purely on the above grounds.

The Kent Exiles commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination (see code of conduct for more detail)

Any member of the Club found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Club's policy, any members offending will be dealt with under the disciplinary procedure (see code of conduct for more detail)

The Kent Exiles American Football Club commits itself to the disabled person whenever possible. The difficulties of their disablement permitting, assistance will be given, wherever possible, to ensure that disabled members, part or full time employees or volunteers are helped in gaining access. Appropriate training will be made to such members who request it.

The Club will consider this equal opportunities policy when devising each of its operational objectives.

www.kentexiles.co.uk

Amateur Club – Professional Outlook

Playing at Senior, Youth, Junior and Flag Age Groups



Kent's Premier American Football Team Since 1990

www.kentexiles.co.uk

Amateur Club – Professional Outlook

Playing at Senior, Youth, Junior and Flag Age Groups

Date: 13/04/2014

Page No:3