



BROXBOURNE ROWING CLUB

Equity, Diversity and Inclusion Policy

A CLUB FOR EVERYONE

Broxbourne Rowing Club (BRC) is committed to ensuring that every member of the club has the right to enjoy the sport in an environment free from the discrimination, intimidation, harassment or abuse or the threat thereof.

The club aims to create a friendly club atmosphere where:

- everyone is treated with respect;
- the talents of all members are utilised to their full; and
- no member receives less favourable treatment,

regardless of their age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The club expects all members to:

- Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club's Rules and Policies and those of British Rowing.
- Respect the rights, dignity and worth of every other member.
- Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.

Equity, Diversity and Inclusion is everyone's responsibility; not responding to discriminatory or unacceptable language or behaviour is not an option. All members have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intention of this policy. BRC expects all members of the club

to act responsibly to challenge discriminatory behaviour in other members and to promote equality.

If any member feels they have been discriminated against by the club or another member of the club, they should raise this as a formal complaint to either the President or Secretary or, in accordance with club's Grievance and Disciplinary Procedure as set out in the Annex to the club's rules. The club shall support any member who feels they have been harassed or discriminated against and shall not victimise or treat them less well because they have raised this.

Approved by the Board 2nd August 2023

Approved by the Management Committee on 11th August 2023