

# EQUALITY POLICY: OHM SPORTS



**OHM Sports** is committed to promoting equality by treating people with both respect and fairness. We recognise that inequalities may exist and take steps to address any such inequalities and by provide opportunities and for all members of our community.

We are committed to confronting and eliminating discrimination whether by reason of gender, sexual orientation, marital status, age, race, nationality, ethnic origin, colour, religion or belief, ability or disability, and always encourage equal opportunities.

OHM Sports will not tolerate any form of bullying, abuse, harassment, or victimisation of any individual, for which this is regarded as discrimination. This includes racially or sexual based harassment or other discriminatory behaviour, whether physical or verbal. We will work to ensure that such behaviour is always met with appropriate action in whatever context it occurs.

In all our activities, we will not treat anyone less favourably or discriminate on grounds of gender, sexual orientation, marital status, age, race, nationality, ethnic origin, colour, religion or belief, ability or disability. Our organisation will ensure that it treats people with fairness and respect. We will provide access and opportunities for all members of the community to take part in and enjoy all of our activities.

We are committed to the equal treatment of all members and require all members to abide and adhere to these policies and the requirements of the relevant equalities legislation – Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995 and Age Discrimination Act 2006, as well as any amendments to these Acts.

OHM Sports commits itself to immediately investigating any claims when they are brought to its attention, of discrimination on any of the above mentioned grounds. Any claims should be reported in writing to the Club Chairman. Where any claims are proven, we will ensure that the practice is stopped and subsequent sanctions will be imposed, as appropriate.

We will continue to follow Football Association and Middlesex County FA guidance in the area of equality, which will support us in our commitment to ensuring that our Equality Policy is purposefully evaluated, monitored and developed.

OHM Sports is committed to the development of a programme of ongoing training for staff and activities to raise awareness in order to ensure the eradication of discrimination within football. We are committed to the publication and promotion of our equality policy and will ensure that we have regular consultations with organisations involved with equality, to ensure that our policies and services are based on current research, legislation and good practice.