



ARA EQUITY POLICY JANUARY 2006

Sports Equity

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.

The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout the ARA.

Equity Policy Statement

The ARA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

The ARA will ensure that everyone who wishes has an equal opportunity to participate in the sport of rowing at all levels and in all roles, whether as a beginner, participant, performer, or as a coach, manager, employee, administrator or official.

Purpose

It is the aim of the ARA to ensure that all present/potential members/employees are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

Commitment to Action

- The ARA will display its commitment to Sports Equity through the implementation of its equity action plan.
- Equity will be reflected in all areas of the organisation which will be reflected in the equity action plan.
- The equity action plan will be incorporated within the ARA's Whole Sport Plan and be reviewed on an annual basis.
- The ARA is committed to the Equality Standard and working to achieve the Foundation and Preliminary levels of the standard in 2006.



- The ARA will provide appropriate training to all of its employees, the Executive Board, the Council and other key volunteers to raise awareness of both collective and individual responsibilities.
- The ARA recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.
- The ARA will publicise this policy and the equity action plan to all employees, members, volunteers and officials through its website, Almanack, Regatta magazine and club mailings.
- The ARA will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

Legal requirements

- To ensure its practices are fair and equitable the ARA recognises its legal obligations under the following:

Race Relations Act:	1976 - Amendment Act 2000
Employment Equality (sexual orientation) Regulations:	2003
Employment Equality (religion and belief) Regulations:	2003
Equal Pay Act:	1970
Sex Discrimination Act:	1977, 1986, and 1999
Disability Discrimination Act:	1995
Disability Rights Commission Act:	1999
Rehabilitation of Offenders Act:	1974
Human Rights Act:	2000
Children Act:	1989 and 2004

Any later amendments to the above acts/ regulations or future acts/ regulations that are relevant to the ARA

Discrimination/ Harassment & Victimisation

- Discrimination can take the following forms:
- Direct Discrimination
Treating someone less favourably than you would treat others in the same circumstances.
- Indirect Discrimination



This occurs when a job requirement or condition is applied equally to all, which has disproportionate and detrimental effect 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**
Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.
- **Victimisation**
Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against the ARA under one of the relevant Acts/ regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.
- The ARA regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Implementation

- All ARA recruitment and membership material shall include the equity policy statement.
- This policy document will be available to all employees, members, volunteers and officials.
- All employees, members, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- The ARA has empowered a designated person within the association to oversee the implementation of this policy and will monitor and evaluate its effectiveness.

Communication

- The ARA will communicate this policy to all its employees, members, volunteers, officials and clubs using its Almanack, website, Regatta magazine and club mailings.
- At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.



Monitoring & Evaluation

- The ARA will monitor and evaluate the success of the policy regularly and will review the policy annually. The policy will be valid for the duration of the ARA Whole Sport Plan (2005 -2009).
- The equity action plan will be reviewed by the National Manager and the member of staff with the responsibility for its implementation on a quarterly basis, and on an annual basis by the Executive Board.

Complaints & Disciplinary

- To safeguard an individual's rights under the policy an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.
- Appropriate disciplinary action will be taken against any employee, member, volunteer or official who violates the association's equity policy.
- Disciplinary procedures are available from the ARA

Equity Plans

- The equity action plan is available from the ARA