



Crawley Run Crew Diversity and Equality Policy

Crawley Run Crew ('the club') fully supports the principle of equal opportunity and opposes any kind of unfair or illegal discrimination on the basis of colour, race, nationality, ethnic background, language, religion, sex, age, marital status, sexuality or disability.

We will do everything possible to ensure that individuals are treated in a fair and equal manner and will aim to ensure that no direct or indirect discrimination occurs within the Club, and that all decisions regarding club activities, to include details of members and the current committee, will be monitored regularly. Any instances where it appears that equal opportunities are not provided, the circumstances will be investigated and immediate steps taken to improve the situation.

Any member may, at any time be able to approach the committee if they believe that he or she may have been unfairly discriminated against. Any member who is found to have committed an act of unlawful discrimination will face disciplinary procedures. This may include suspension from the club or expulsion as appropriate, and, following an investigation into the allegations made.

All new members will be advised of this policy on joining and a copy will also be placed on the Crawley Run Crew website. Crawley Run Crew will, as far as is reasonably practicable, make every effort to offer provision for people with disabilities. This can be either by making adaptations to training programmes, premises and equipment or providing improved access to facilities.

The policy records the commitment made by Crawley Run Crew and its objectives in avoiding the unfair treatment of individuals in all its activities. It also outlines the policy's priorities, and the arrangements in place to ensure progress.

This policy is relevant in the following areas:

- As a member organisation
- In all service provision
- In planning activities
- In the procurement of goods and service suppliers
- In engaging representatives for the club.

Every member has a duty to accept his or her personal responsibility in implementing the policy. At the same time, the club recognises that special responsibilities fall on the committee members connected with the running of club activities on a day-to-day basis.

Date of Implementation: 3 October 2016

Date of Review: 3 October 2017