

EQUALITY STATEMENT

Triathlon Inverness is committed to the promotion of equality, inclusion, diversity and fair treatment in all its functions.

Triathlon Inverness does not tolerate discrimination, harassment or victimisation on the grounds of sex, race, disability, age, religious or political belief (including lack of belief), sexual orientation, marriage or civil partnership status, pregnancy or maternity, gender reassignment or social background.

We will therefore:

- Provide a welcoming environment for participants and visitors from all sections of the community, regardless of background or ability.
- Commit to taking steps to develop a culture that prevents individuals, including members, officials, coaches, volunteers, staff, athletes or supporters being discriminated against on the grounds listed above.
- Tackle any incidents of discrimination, harassment or victimisation that are brought to the club's attention.
- Comply with our legal¹ and moral obligations to eliminate discrimination, harassment and victimisation, and to improve equality in triathlon.
- Investigate through our disciplinary process (in line with Triathlon Scotland) complaints of discrimination or misconduct relating to alleged breaches of this equality policy. Where these are upheld, we will impose appropriate sanctions, which might include expulsion and/or referral to other agencies where appropriate.
- Pay due regard to the promotion of equality, diversity and fair treatment during the development and delivery of policies, procedures and actions.
- Recognise and encourage diversity, inclusion and respect in our volunteers and staff, or to those who have roles within the clubs, ensuring that we are equitable in our work with them.

¹ As set out in the Equality Act 2010

- Regularly review our recruitment policy to ensure that it pays due regard to equality.
- Take steps wherever possible to increase the proportion of participants (including athletes, members, officials, coaches and volunteers) from underrepresented groups, including through the use of positive action where appropriate.

- Nominate a responsible person for overseeing, implementing and monitoring an equality policy with the club, ensuring members are aware of this point of contact in case of any concerns that the policy has been breached.
- Review the policy in line with any legislation change or after every 3 years.

Links to further information:

- Information regarding the Equality Act Scotland 2010:
<http://www.legislation.gov.uk/ukpga/2010/15/contents>
- Provides sport specific information and case studies of sports clubs within Scotland:
<https://sportscotland.org.uk/clubs/help-forclubs/organised/inclusive-community/>