

## **EQUALITY, INCLUSION AND DIVERSITY POLICY**

### **1. Purpose of Policy**

Tug of War Ireland is committed to ensuring equal opportunities, equal treatment, inclusivity, diversity, and anti-discrimination in Tug of War in Ireland. We are also an equal opportunities organisation based on principles of equal for all. This policy should be read in conjunction with our Bullying, Harassment and Victimisation policy and our equality policy.

### **2. Scope of Policy**

This policy applies to all activities Tug of War Ireland is involved in and applies to all affiliated Clubs, Participants, Volunteers, Contractors, Parents, Coaches and those who work with and/or on behalf of or those who represent our organisation.

### **3. Objectives of Policy**

This policy sets out our commitment to:

- promoting an environment of equality in Tug of War;
- encouraging our members and those we interact with or engage to be responsible for ensuring our competitions and activities are administered in a fair and equal way.
- Involving all people from all backgrounds and abilities into our sport.
- embedding a culture of equality, inclusivity and diversity in all the work that we do.

### **4. Legal basis**

#### **Equal Status**

The Equal Status Acts 2000-2018 ('the Acts') prohibit discrimination in the provision of goods and services, accommodation and education. They cover the nine grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community. In addition, the Acts prohibit discrimination in the provision of accommodation services against people who are in receipt of rent supplement, housing assistance, or social welfare payments.

The Acts prohibit discrimination, in access to and use of goods and service, including indirect discrimination and discrimination by association, sexual harassment and harassment, and victimisation. The Acts allow positive action to promote equality for disadvantaged persons or to cater for the special needs of persons. There are some situations in which the Acts allow clubs to treat people differently. These are called exemptions. Specifically Section 5(2) (f) states that discrimination will not apply where differences in the treatment of persons in relation to the provision or organisation of a sporting facility or sporting event to the extent that the differences are reasonably necessary having regard to the nature of the facility or event and are relevant to the purpose of the facility or event.

### What kinds of discrimination are unlawful?

- **Direct discrimination** means that you are treated less well than someone else because of one of the grounds.
- **Indirect discrimination** means that there are conditions in place which appear neutral but which impact more strongly on you because of your inclusion in one of the grounds.
- **Harassment** means you have been treated in a demeaning way because of one of the grounds.
- **Sexual harassment** means you have been treated in a sexually demeaning way.
- **Victimisation** is a technical term which means you have been treated badly because you have taken action to oppose discrimination on one of the grounds.
- **Discrimination by association** means you have been treated badly because of your connection with someone covered by the grounds.

### Examples where discrimination can arise;

- refusing to admit a person to membership;
- providing different terms and conditions of membership for members or applicants for membership;
- terminating the membership of a person or subjecting a member to sanction;
- having rules or practices which discriminate against a member or applicant;
- giving preferential treatment on the basis of one of the characteristics above.

### Reasonable Accommodation

In addition the Acts require those selling goods or providing services to provide reasonable accommodation or special treatment or facilities where without these it would be impossible or unduly difficult for a person with disabilities to avail of the goods and services, unless this would cost more than a nominal cost. What amounts to a nominal cost will depend on the circumstances such as the size and resources of the body involved.

### Discrimination in employment (if any)

Discrimination is defined in the Employment Equality Acts, 1998-2015 as “treating a person less favourably than another is, has been, or would be treated”. Discrimination may occur where a job applicant, employee or customer is treated less favourably than another for one or more of any of the following reasons:- Gender, marital/civil, family status, religion, disability, sexual orientation, age, race, membership of the travelling community. Discrimination may also occur where a condition or requirement is applied to all but can't be so easily complied with by a particular person or group.

If and when we have employees we will have a separate equality policy for our employees which set out our policy with regard to recruitment and selection, pay and remuneration, conditions of employment, training and career development, dignity at work and equal access and opportunity to anyone with a disabilities.

## **5. Monitoring and implementation**

This policy was approved by the Board of Tug of War Ireland and will be reviewed every three years or updated in compliance with any new legislation or guidance before then. The Governance Committee are responsible for all reviews of this policy and adoption of the policy is a matter for the Board.

The Governance Committee will continue to monitor this and other policies to ensure they are in line with legislation and also with any other required changes which Tug of War Ireland wish to include. The Governance Committee is always open to reviewing its policies and taking on board any advice or guidance or suggestions in respect of same.

We will also endeavour to ensure all our materials and publications promote equality, diversity and inclusion. Our employees will be provided with adequate training to support the roll out of this policy across our membership. We will ensure this policy is promoted to affiliated clubs, participants, contractors, players, parents, coaches, officials and volunteers.



## **6. Breaches of policy and complaints**

Tug of War Ireland takes any form of discrimination or inappropriate behaviour seriously. Anyone found to be in breach of this policy or behaves in contravention of this policy will be subject to Tug of War Irelands disciplinary procedures. Disciplinary issues should in this first instance be dealt with by Clubs. Anyone wishing to raise a complaint should do so in accordance with the Disciplinary and Grievance policy.

Queries or guidance in relation to how to make a complaint should be addressed to the Secretary at Tug of War Ireland [secretary@tugofwarireland.ie](mailto:secretary@tugofwarireland.ie)