

DUNDEE AREA BADMINTON ASSOCIATION (DABA)

EQUALITY AND DIVERSITY POLICY

Purpose

DABA is committed to ensuring that badminton is a sport which is inclusive and welcoming of diversity. We wish to ensure that everyone has a genuine and equal opportunity to participate in badminton at a local level. We aim to create an environment in which all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

This policy applies to all DABA events (including those participating in them), committee members and all business connected with DABA.

Definitions

Equality is about making sure people are treated fairly and with respect, it is not about treating everyone in exactly the same way

Diversity is about recognising, valuing and welcoming difference and acknowledging that individuals have different needs which can be met in different ways

When discussing equality, the law stipulates that the following characteristics are “**protected characteristics**” for which a person cannot be discriminated against:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic/national origin)
- Religion or belief (including no religion)
- Sex (male / female)
- Sexual orientation (bisexual, gay, lesbian, heterosexual)

Discrimination can be classified (as per the Equality Act) as follows:

- Direct Discrimination - when someone is treated less favourably than another person because of a protected characteristic.
- Indirect Discrimination - when there is a condition, rule or practice which applies to everyone but particularly disadvantages people who share a protected characteristic.
- Discrimination by Association - discrimination against someone because they associate with another person who possesses a protected characteristic.
- Discrimination by Perception - direct discrimination against an individual because others think they possess a particular protected characteristic, even if they don't actually possess it or if the perception was mistaken

Harassment is defined as: unwanted conduct related to a relevant protected characteristic (see 2.4) which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Principles

- DABA will build equality and diversity into all aspects of its work. All reasonable steps will be taken to ensure that all those associated with DABA are committed to this policy.
- DABA will work to ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly
- DABA is committed to ensuring that all individuals are able to conduct their badminton related activities free from discrimination, bullying and harassment.
- DABA is committed to sports equality which is about:
 - Fairness in sport, equality of access, recognising differences and taking steps to meet them
 - Changing the culture and structure of sport to ensure it becomes equally accessible to all members of society
 - Making sure all individuals can realise their talent and fulfil their potential
 - An individual's responsibility to challenge discriminatory practice and promote inclusion

Transgender Athletes

As a voluntary organisation, DABA refers any transgender athletes to the policy of governing body (BadmintonScotland) for advice/instruction relating to participation by a transgender person.

DABA's Responsibilities

- DABA will make available on its website a copy of this policy which outlines that all individuals have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy
- DABA Committee members must not discriminate against or harass any individual in the course of their duties or as a result of their decisions as a collective.

Revision Status

Revision No.	Date	Description
0	21/8/19	Document created and ready for approval at AGM