

# Equality, Diversity and Anti Bullying Policy.

Pingsters Table Tennis Club is committed to promoting equality and eliminating unlawful discrimination for all those who belong to, or are associated with the club in any capacity. Table Tennis should be enjoyed by everyone equally. Our commitment is to provide equality, fairness and respect for everyone in our community and not to unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

Pingsters Table Tennis Club commits to creating an environment free of unlawful discrimination, bullying, harassment and victimisation, promoting dignity and respect for all, where individual differences and the contributions of all our community are recognised and respected.

Everyone involved directly with the club should understand that they can also be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against others and complaints will be taken seriously. Appropriate action will be taken by the club and particularly serious complaints could amount to gross misconduct and lead to dismissal without notice for volunteers or members. Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations for example. In addition, harassment under the Protection from Harassment Act 1997 - which is not limited to circumstances where harassment relates to a protected characteristic - is a criminal offence.

Pingsters Table Tennis Club will take a zero tolerance attitude towards any form of discrimination and bullying.