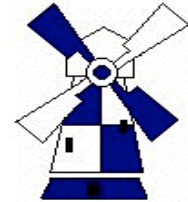


HAILSHAM HOCKEY CLUB

EQUITY POLICY



The following equity policy has been taken from the England Hockey policy, and adapted for club purposes.

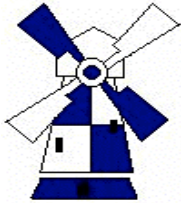
STATEMENT OF INTENTION

Hailsham Hockey Club is committed to the principles of equality of opportunity. Hailsham Hockey Club aims to ensure that all people, irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in within the club. This includes officers, participants, volunteers and spectators.

Hailsham Hockey Club shall:

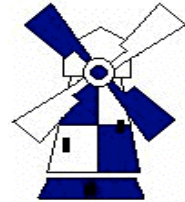
- Ensure that there will be open access to all its services.
- Eliminate prejudice against any group by removing barriers.
- Select, recruit, promote and train all personnel working for or on behalf of Hailsham Hockey Club solely on the basis of merit & ability and by adapting facilities and equipment where necessary.
- Communicate to all officers, players, parents and volunteers its commitment to equal opportunities.
- Fulfil its social responsibility to all officers, players, parents and volunteers, ensuring that appropriate support is given.
- Make every reasonable effort to prepare, produce and market materials that are appropriate for all persons in respect of language, format and approach.
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by Hailsham Hockey Club.
- Hailsham Hockey Club recognises its legal obligations and will take account of:
 - Rehabilitation of Offenders 1974
 - Sex Discrimination Act 1975, 1986, 1999
 - Race Relations Act 1976
 - Disability Discrimination Act 1995
 - Human Rights Act 2000

or any subsequent amendments or re-enactments thereof.



HAILSHAM HOCKEY CLUB

EQUITY POLICY



DEFINITIONS

Direct Discrimination

Direct Discrimination is defined as treating a person less favorably than others would be treated in the same circumstances

Indirect Discrimination

Indirect Discrimination occurs when a job requirement or condition is applied, which, whether intentional or not, has an adverse effect on one sex or racial group or marital status because fewer representatives of that group are able to comply with it, and that requirement or condition cannot be justified on grounds other than race, gender or marital status.

Harassment

Harassment can be described as inappropriate actions, behavior, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic

Conduct

The club regards discrimination and harassment as outlined above as gross misconduct and any member of the club, participant or volunteer who so discriminates against any other person shall be liable to appropriate disciplinary action.

Implementation

A copy of the policy shall be available to all officers, players and volunteers who are members of Hailsham Hockey Club. All these persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Created June 2004. Sanctioned at 2004 AGM.