



VALE RECREATION FOOTBALL CLUB

**EQUAL OPPORTUNITIES
POLICY**

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VALE RECREATION FC

1. Vale Recreation is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of practice issued by the Equal Opportunities Commission and Commission for racial Equality.
2. All members are expected to abide by the relevant Guernsey legislation, if any appertaining to Race relations, sex Discrimination, and Disability Discrimination. Special discrimination prohibited is:
 - a. Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, or disability less favourable than others;
 - b. Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
 - c. Imposing on an individual requirements, which are in effect more onerous on that individual than they are on others.
 - d. Victimisation of an individual
 - e. Harassment of an individual, by virtue of discrimination.
 - f. Any other act or omission of an act which has as its effect the disadvantaging of a member against another, or others purely on the above grounds.
3. In the entire club's recruitment, selection, promotion and training process's, as well as disciplinary matters, merit, experience, skills and temperament will be considered as objectively as possible.
4. Vale Recreation commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop forthwith, restitution of damage or loss (if Necessary) and to the investigation of any member accused of discrimination.
5. Any member found guilty of discrimination will be instructed to desist forthwith.
6. Vale Recreation commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting, assistance will be given, wherever possible to ensure that disabled members are helped in gaining access.