

Equal Opportunities Policy

The Modern Pentathlon Association of Great Britain is committed to the principles of equality of opportunity. This means it is committed to ensuring no participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of gender, age, parental or marital status, social class, colour, race, ethnic origin, sexual preference, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance. The Association will ensure there is open access for all those who wish to participate in the sport and that they are treated fairly.

The Association will:-

- " Do everything within its power to eliminate barriers that discriminate against particular groups
- " Give clear guidance to individuals working within the Association as employees or volunteers, on the commitment to equal opportunities
- " Recognise its legal obligations under:-
 - " The Equal Pay Act 1970
 - " Rehabilitation of Offenders Act 1974
 - " The Sex Discrimination Act 1975
 - " The Race Relations Act 1976
 - " The Disability Discrimination Act 1995
- " Monitor and review its selection criteria and procedures in relation to participation and employment, to ensure that all individuals are selected, promoted and treated solely on the basis of merits and abilities that are appropriate to the position

Types of Discrimination

Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact



Modern Pentathlon Association of Great Britain Ltd
Norwood House
University of Bath
BATH
BA2 7AY
Tel: 01225 386 808
E Mail: admin@mpagb.org.uk

that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, sexuality, a disability or other characteristic. The Association is committed to ensuring that its employees, athletes and volunteers are able to conduct their activities in an environment that is free from harassment or intimidation.

Victimisation occurs when someone is treated less favourably than others because he or she has taken action against the Association under one of the relevant acts (as previously outlined) or provided information about such discrimination.

The Association regards discrimination, as described above, as gross misconduct and any employee of the Association, participant or volunteer who discriminates will be liable to appropriate disciplinary action.

Implementation

A copy of this document will be available to all staff and members of the Association. All employees have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

The MPAGB Board is responsible for ensuring that this equity policy is followed and for dealing with any actual or potential breaches.

Review

MPAGB will keep the operation of this policy under regular review.