



## **Pentathlon GB Equality Policy – 2009**

1. Pentathlon GB is committed to the principles of equality of opportunity. In short, '*We do not discriminate.*' This means ensuring no participant, volunteer, job applicant or employee receives 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 objectively justified. Pentathlon GB will ensure open access for all those who wish to participate in the sport and that they are treated fairly.
2. Pentathlon GB recognises its legal obligations under The Equal Pay Act 1970, The Rehabilitation of Offenders Act 1974, The Sex Discrimination Act 1975, The Race Relations Act 1976 and The Disability Discrimination Act 1995 and successor legislation. It will 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 appropriate to the position.

### **Types of discrimination**

3. Direct discrimination may be 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 may be defined as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or may arise because of age, sexuality, disability or other characteristic. Victimisation may be defined as someone being treated less favourably than others because he or she has taken action against Pentathlon GB under one of the relevant Acts or provided information about such discrimination.
4. Pentathlon GB is committed to ensuring that its employees, athletes and volunteers are able to conduct their activities in an environment free from discrimination. Pentathlon GB regards discrimination as described above as serious misconduct. Any employee of Pentathlon GB, participant or volunteer who discriminates is liable to appropriate disciplinary action.

### **Implementation**

5. A copy of this policy is available to all staff and members of Pentathlon GB. All employees and members of the Association have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
6. Pentathlon GB's Board is responsible for ensuring that this policy is followed and for dealing with actual or potential breaches.

### **Review**

7. Pentathlon GB keeps the terms and operation of this policy under regular review.

**Approved by the Board**  
**date**