

## **Falkirk Otter ASC Equal Opportunities Policy**

Falkirk Otter ASC is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following definition of sports equity:

*“Equal opportunity in sport is about fairness, equality of access, recognizing inequalities and taking steps to address them. It is about ensuring the culture and structure of sport is equally accessible to everyone in society.”*

- Falkirk Otter ASC respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social / economic status.
- Falkirk Otter ASC is totally committed to the principles and practice of equal opportunities as stated above across its training, coaching and competitive programme by all its members.
- Falkirk Otter ASC is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.
- All Falkirk Otter club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- Falkirk Otter ASC will deal with any incidence of discriminatory behaviour seriously according to club disciplinary procedures and national governing body (Scottish Swimming) guidelines as outlined in the club’s constitution.

**Policy Statement issued by Management Committee on behalf of Falkirk Otter ASC**