**Orwell Panthers Athletics Club – Equal Opportunities Commitment**

Orwell Panthers Athletics Club is a Charitable Incorporated Organisation with registered no. 1163145 (**OPAC**). In this policy, a reference to ‘we’, ‘our’ or ‘us’ is a reference to OPAC.

OPAC is committed to supporting inclusion in athletics and enabling access to the sport for all individuals. In relation to both training and competition, all members must be treated fairly and equally. Our club is an environment where all members should feel celebrated for their contribution to the club without judgment based on any specific characteristic.

1. **Diversity of leaders and persons with responsibility**

We will set an example and continue to promote inclusion in roles of responsibility such as coaches, assistant coaches, committee members and trustees.

1. **Awareness of our responsibilities**

We will continue to encourage all members of society to participate in athletics. No athlete or member of our club shall experience discrimination on the basis of any characteristic, including any of the protected characteristics as set out in the Equality Act 2010:

* + - Age
    - Disability
    - Gender reassignment
    - Marriage and civil partnership
    - Race
    - Religion or belief
    - Sex
    - Sexual orientation

1. **Objects**

As set out in our charitable objects, we are committed to promoting equality and inclusion in athletics. All members and associated persons are to be respected and treated with dignity. We shall continue to cultivate an environment where each individual can feel safe and comfortable being themselves. No member is to feel offended or victimised by others’ actions or the expression of their opinions.

1. **Standing up to discrimination**

Discrimination of any kind will not be tolerated at our club and policies and procedures are in place to ensure our people are protected. Please refer to our Athlete Code of Conduct, Anti-Bullying Policy, Safeguarding Policy, Transgender Policy and Disciplinary and Appeals Procedure for the expectations that we set for our members and relevant procedures in place to deal with any incidents promptly and decisively.

**Orwell Panthers Athletics Club:**

**Date:**