

# Stoke d'Abernon Cricket Club

## ECB CLUB INCLUSION & DIVERSITY POLICY

The Stoke d'Abernon Cricket Club (hereafter known as SDCC), in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for SDCC, and participating in or watching SDCC activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- SDCC in all its activities will not discriminate, or in any way treat anyone less favourable against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- SDCC will not tolerate harassment, bullying, abuse or victimization of individuals
- SDCC will endeavour to create access and opportunity for all those individuals who wish to participate, and are lawfully eligible to participate in its activities
- SDCC will ensure that it complies with the requirements of the Equity Act 2010 and shall take all reasonable steps to ensure that its employees, members and volunteers adhere to these requirements and this policy
- This policy is fully supported by the SDCC officers and management committee who are responsible for the implementation of this policy

SDCC is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimization of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

- In the event that any employee, member volunteer, participation of spectator feels that he has suffered discrimination, harassment, bullying, abuse or victimization, they should report the matter in writing to the Secretary of the SDCC Committee
- Any such report should include the following:
  - Details of what occurred
  - Where and when the occurrence took place
  - Witness details
  - Copies of witness statement
- If the accused individuals is an employee, the SDCC committee will regard the

issue as a disciplinary issue and will follow SDCC employment disciplinary procedure

- If the individual is a non-employee the SDCC committee may decide to act (at its sole discretion) in the following ways:
  - to uphold or dismiss the complaint without a hearing
  - hold a hearing at which both parties will be entitled to attend and present their case
  - impose any one or more of the following sanctions on any person to be found in breach of any policy
    - warning as to future conduct
    - suspension from membership
    - exclusion/removal (either permanent or temporary) of membership

SDCC undertakes to provide both parties with written reasons for its decisions

A party may appeal a decision of the SDCC Committee to the relevant County Cricket board by writing to the relevant County Cricket Board within three months of the decision made by the SDCC Committee