



# Dunboyne Tennis Club

Old Kilbride Road, Clonee, Co. Meath. Tel: 085 1537466

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## *Anti-discrimination Policy*

Dunboyne Tennis Club recognises the importance of affording equity, equal opportunity and fair treatment to all (Children & Adults) involved in the Club's activities.

Dunboyne Tennis Club aims to ensure that all people irrespective of their age, gender, disability, race, religious belief, ethnic or national origin, colour, nationality, civil status, family status, sexual orientation, or membership of the Traveller Community have a genuine and equal opportunity to participate in the club activities at all levels and in all roles.

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 effects a considerably larger proportion of one race, gender or marital status than another and cannot be justified grounds other than gender, race, or marital status.

***Under its anti-discrimination policy, Dunboyne Tennis Club's objectives are:***

1. To ensure that all those who participate in the club's activities at all levels in all roles receive equal and fair treatment.
2. To ensure that the format and content of all competitions, events and activities run by the club provide equality for all, except where specific situations and conditions properly or reasonably prevent this.
3. To give clear guidance to all individuals working within Dunboyne Tennis Club, either employed or as volunteers, on the commitment to equality, safety and non-discrimination.

Dunboyne Tennis Club reserves the right to limit competitions to persons of specific age, gender or disability groups where it is necessary to ensure equitable, safe and equal competition.

***The Club's Committee will be responsible for:***

1. Promoting, implementing and monitoring this policy within the club.
2. Ensuring that Members are familiar with the club's policy and understand their rights and responsibilities in relation to it.
3. Practicing non-discriminatory behaviours.
4. Ensuring that activities are congruent with and in support of this policy.
5. Ensuring that claims of discrimination are speedily and constructively dealt with through agreed strategies.



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*Under this policy, all members will be responsible for:*

- Making themselves familiar with the Club's Anti-Discrimination Policy;
- Practicing non-discriminatory behaviours; and,
- Notifying the committee of any discriminatory activities that come to their attention.