



Western Equestrian Society Equal Opportunities Policy

To ensure equality of opportunity for all members and to ensure no one is treated less fairly or is subjected to harassment on the grounds of gender, sexual orientation, appearance, marital status, nationality, ethnic origin, religion or belief, disability or age.

The Western Equestrian Society is committed to being an equal opportunities organisation. The Society Group seeks to ensure no member or official is victimised or subjected to discrimination or harassment and that members feel secure and content in the Society activities, free from intimidation.

The Western Equestrian Society recognises that some individuals and groups are disadvantaged and fully supports all the relevant Acts and Statements and will not tolerate discrimination or harassment. Disciplinary action **will** be taken against any member who is found to have acted in a discriminatory manner contrary to this policy.

The policy will be implemented in accordance with the statutory provisions laid down in the relevant legislation, including:

- The Race Relations Act 1976
- The Sex Discrimination Act 1975
- The Disability Discrimination Act 1995 (amendment 2003)

Discrimination is defined by law as being:

Direct Discrimination

This occurs when a person is treated less favourably than others would be treated in the same circumstances. Discrimination can take place whether or not the person discriminating intends to do so.

Indirect Discrimination

This occurs when an unjustified requirement or condition is applied which in theory, is applied to everyone but in practice, intentionally or not, affects adversely more people in one defined group than another.

In addition, harassment is recognised by law as a form of discrimination. It is behaviour which is uninvited, unreciprocated, and unwelcome or offensive to the recipient. The intention is irrelevant.

All Society Officials have responsibility for the implementation of this policy.

All officials must:

- cooperate with measures introduced to ensure equality of opportunity and prevent discrimination
- not harass, abuse or intimidate fellow members
- carry out their duties in accordance with this policy.

Members who have reason to believe they have been discriminated against or have not received fair treatment will be able to pursue their complaint through Society Council