

Regulation 8

EQUITY POLICY

Sponsor Management Committee

- 0801 This Union recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential employees, volunteers and players.
- 0802 We will ensure that all people irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in Rugby Union at all applicable levels and in all roles whether as a player, coach, match official, administrator or spectator.
- 0803 In our relationship with volunteers, employees, job applicants and in the provision of services, we will not disadvantage any individual by imposing any conditions or requirements which cannot be justified.
- 0804 We understand that direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- 0805 We further understand that indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

0806 Objectives

We will

- 1 Adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities.
- 2 Ensure that no individual working or wishing to work for or on behalf of the Union whether paid or a volunteer receives less favorable treatment.
- 3 Provide guidance to individuals working within the Union, whether paid or a volunteer, on our commitment to equal opportunities.
- 4 Ensure that all those who participate in Rugby Union, at all levels and in all roles, receive fair and equitable treatment.
- 5 Ensure that the format and content of all competitions, regulations and assessments provide equity for all, except where specific situations and conditions properly or reasonably prevent this.
- 6 Ensure that all materials prepared, produced and distributed by or on behalf of the Union promote a clear image of the profile of all those who are a part of the game.
- 7 Ensure that all programmes and initiatives are inclusive

0807 Implementation

We will promote equity and equality through:

- 1 Regularly reviewing existing rules and regulations to ensure that they do not inhibit the participation of people from groups which may suffer discrimination.
- 2 Increasing collaboration with partner organisations to ensure equitable, fair and consistent treatment of all members.

- 3 Providing training when appropriate for all employees and volunteers to raise awareness of both collective and individual responsibilities.
 - 4 Providing when appropriate specialised facilities and equipment.
- 0808 We will continuously monitor and review the selection criteria and procedures in relation to voluntary participation and employment to ensure individuals are selected and treated solely on the basis of the skills and abilities which are appropriate to the position.
- 0809 We reserve the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to meet RFU Regulations and/or to ensure equitable, safe and equal competition.
- 0810 Everyone acting on behalf of this Union must adhere to this Policy.
- 0811 We reserve the right to discipline any volunteers or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.