



Equal Opportunity Policy (Inclusion of minority groups)

PURPOSE

To ensure everyone is welcome to join The Henley Water Polo Club regardless of race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs.

To eliminate discrimination or harassment in The Henley Water Polo Club based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs (as outlined in our Member Protection Policy)

POLICY STATEMENT

The Henley Water Polo Club supports equal opportunity as applied to membership, coaching, committee appointments and player selection and will make decisions based on a person's skills with disregard to personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political affiliation or beliefs. The exception to this statement exist where a rule or by-law has been established by the Club, Association or State Body that prohibits participation of an individual in a particular competition because of safety or maturation considerations.

All members of the Club are expected to treat all people with respect and not to discriminate directly or indirectly against people based on personal characteristics including those listed. Any person engaging in behaviour deemed as racially vilifying, homophobic, or discriminatory will encounter disciplinary action.

PROCEDURES

Refer to Disciplinary By-Laws for how to deal with breaches of this policy