



EQUALITY, DIVERSITY AND INCLUSION POLICY

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Lacrosse Scotland is committed to supporting the principle of sports equality, diversity and inclusion and will strive to ensure that everyone who wishes to be involved in lacrosse (in all its disciplines and forms), whether as athletes, casual participants, club members, officials, volunteers, coaches, office-bearers or those within the governance structure of Lacrosse Scotland:

- will not receive less favourable treatment and have an equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation, nor be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.
- can be assured of an environment in which their rights, dignity and individual worth are respected
- are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

PURPOSE OF THE POLICY

This policy has been produced to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Lacrosse Scotland employees, members, volunteers or participants.

We strive to create an environment free of bullying, harassment, victimisation and discrimination promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.

POLICY STATEMENTS

- Ensure open access to all its services such that no individual or group is discriminated against in their pursuit of inclusion in Lacrosse or its administration because of any personal characteristic other than those necessary for the proper performance of the roles involved.
- Make decisions concerning people and players based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act) adapting facilities or equipment and providing individual training where appropriate and necessary.
- Ensure that affiliated clubs and individuals working within these clubs as employees or volunteers have access to, or are recommended to incorporate, relevant guidance in pursuit of Lacrosse Scotland's commitment to equality.
- Ensure that all parties having business with Lacrosse Scotland and all key stakeholders are made aware of the policy.
- Not tolerate prejudice against any group or individual and take action to prevent unfair treatment of, harassment, victimisation or discrimination, intentional or unintentional, direct or indirect, against employees, members, volunteers or participants.
- Recognise our legal obligations under all relevant legislation
- Monitor and evaluate the policy, practices, procedures and operations on an ongoing basis to ensure fairness and update them to take account of any changes in the law.

DISCRIMINATION, HARASSMENT AND VICTIMISATION

Discrimination has been legally defined through the Equality Act 2010. Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'.

Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation. Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic'. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

Lacrosse Scotland reserves the right to discipline any of its employees, members, volunteers or participants who practice any form of discrimination. In such cases, the disciplinary and grievance procedures of Lacrosse Scotland will be followed.

ORGANISATIONAL RESPONSIBILITIES

- The Lacrosse Scotland Board will take overall responsibility for ensuring the implementation and observation of this policy throughout the organisation.
- The policy and implementation plan documents will be available to all employees, members and volunteers of Lacrosse Scotland through the website, ensuring communication to all.

- Reference to this policy will be made in Lacrosse Scotland's Code of Conduct and induction programmes.
- Key volunteers and stakeholders will have access to necessary training to ensure effective understanding of the issues and implications involved in the equality, diversity and inclusion policy and relevant implementation plans.

REVIEW

The Board will review activities against the Equality, Diversity and Inclusion policy on an annual basis and report at the AGM. The Board will also review the policy itself at least every two years (or when necessary due to changes in legislation) and will report with recommendation to the AGM.