**EQUAL OPPORTUNITIES POLICY**

**NTRODUCTION**

CrossFit Shropshire is committed to a policy of treating all employees, volunteers, service users and job applicants equally. No employee or potential employee will receive less favourable treatment or consideration on the grounds of disability, race, colour, nationality, ethnic origin, sex, sexual orientation, marital status, religion or belief, or will be disadvantaged by any conditions of employment or requirements that cannot be justified as necessary on operational grounds.

**PRINCIPLES**

These principles apply to all employees:

There should be no discrimination on the basis of disability, race, colour,

nationality, ethnic origin, sex, marital status, sexual orientation, religion or belief.

CrossFit Shropshire will appoint, train and promote on the basis of merit and ability.

All employees and volunteers will be provided with the appropriate training &

development to meet the job role & their individual needs regardless of their race,

sex, colour, age, marital status, nationality, ethnic origin, disability or sexual

orientation.

All members of staff have personal responsibility for the practical application of

CrossFit Shropshire’s equal opportunities policy.

Anyone involved in the recruitment, selection, promotion or training of employees

has a special responsibility for the practical application of CrossFit Shropshire’s equal opportunities policy. These people may have additional training needs for which provision should be made.

CrossFit Shropshire’s grievance procedure is available to any employee who believes they may have been discriminated against unfairly.

Any employee found to have committed an act of unlawful discrimination may face disciplinary action. In the case of any doubt or concern about the application of the policy in any particular instance the employee should contact the Management team.

**DISCRIMINATION, HARASSMENT AND BULLYING POLICY**

There are many definitions of bullying and harassment. Bullying may be characterised as:

Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power

through means that undermine, humiliate, denigrate or injure the recipient. Harassment as defined in the Equality Act 2010 is: Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading,humiliating or offensive environment for that individual. Behaviour that is considered bullying by one person may be considered firm management by another. Most people will agree on extreme cases of bullying and harassment but it is sometimes the ‘grey’ areas that cause most problems. Examples of what is unacceptable behaviour in our organisation may include:

* spreading malicious rumours, or insulting someone by word or behaviour
* copying memos that are critical about someone to others who do not need to know
* ridiculing or demeaning someone – picking on them or setting them up to fail
* exclusion or victimisation
* unfair treatment
* overbearing supervision or other misuse of power or position
* unwelcome sexual advances – touching, standing too close, display of offensive
* materials, asking for sexual favours, making decisions on the basis of sexual advances
* being accepted or rejected
* making threats or comments about job security without foundation
* deliberately undermining a competent worker by overloading and constant criticism
* preventing individuals progressing by intentionally blocking promotion or training
* opportunities

If anyone believes they are being harassed, they should inform the management team. If

you feel you are being harassed by your manager please see another member of the senior

management team. All claims will be taken seriously and will be promptly, confidentially and

fully investigated. The normal disciplinary and grievance informal and formal procedure will

be followed as appropriate.

**Date:** May 2024

**Next Review**: May 2026