



## **ROPLEY CRICKET CLUB**

### **ANTI-DISCRIMINATION CODE**

#### **INTRODUCTION**

This Anti-Discrimination Policy is part of Ropley Cricket Club's continuing efforts to maintain the integrity, diversity and inclusivity of cricket in Ropley.

Ropley Cricket Club aims to create an environment in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic (as defined in the Equality Act 2020 from time to time – which at the time of writing are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

This Policy therefore sets out discriminatory behaviour which, when carried out by a participant who is required to comply with it, will be a breach of the Code and may be sanctioned accordingly.

All Participants agree by virtue of their involvement in cricket at Ropley Cricket Club to be bound by this Policy.

The Policy may be amended from time to time by Ropley Cricket Club in its sole discretion, with such amendments coming into effect on the date specified.

#### **BREACHES UNDER THE ANTI-DISCRIMINATION CODE**

**Cricket Organisation** means

- (a) Clubs and leagues

**Participant** means:

- (a) Cricket Organisations;
- (b) Committee members, players, visitors, coaches and volunteers
- (c) match officials including members of the Association of Cricket Officials
- (d) an individual taking part in a cricket match or event
- (e) any other individual who becomes bound by this Policy.

1. It will be a breach of this Code for any Participant to:

- 1.1. act in any manner, make any omission, or engage in any conduct, which does, or is likely to, offend, insult, humiliate, intimidate, threaten, disparage and/or vilify any reasonable person, or group of people, based on, or by reference to, any Protected Characteristic; and/or
- 1.2. make any decision or any omission or do anything which might reasonably be deemed to discriminate against any person, or group of people, or to disadvantage that individual or group based on any Protected Characteristic unless permitted by law; and/or in instances where the Participant is an organization



- 1.3. fail to provide an effective, timely and proportionate response to an alleged breach under paragraphs 1.1 and/or 1.2 above, carried out by any individual or organisation under the jurisdiction of the Participant.
2. The breaches referenced in paragraph 1 shall apply regardless of whether the Protected Characteristic(s) around which the breach is based applies to the person or people to whom the offending conduct is directed.
3. Any breach of this policy may also constitute an offence or breach of other applicable laws, rules and/or regulations. This policy is intended to supplement such other laws, rules and regulations and is not intended, and may not be interpreted, construed or applied, to prejudice or undermine in any way the application of such other laws, rules and/or regulations. Participants therefore acknowledge and agree that this policy does not limit their responsibilities or obligations under other laws, rules and/or regulations.

Signed:

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Chair, Ropley Cricket Club

Date: