



## **Equal Opportunity Policy**

### ***PURPOSE***

To eliminate discrimination or harassment in the Club based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs.

### **POLICY STATEMENT**

Macedon Ranges Running Club supports equal opportunity as applied to membership, committee appointments and member approval and will make decisions based on a person's skills and/or experience 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 bi-law has been established by the Club, that prohibits participation of an individual in club activities because of safety 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**

Grievance and complaints procedures :

The resolution process should follow the Discrimination/Harassment Complaints Guidelines.