



# **Anti-Discrimination Policy**

Last Update 1<sup>st</sup> May 2023

## **SECTION 1: POLICY STATEMENT**

Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.

## **SECTION 2: OUR COMMITMENT**

Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Archery development activities.
- Selection for teams.
- Appointments to honorary positions.

WAAf will not tolerate sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

WAAf is committed to promote the eradication of discrimination within its own organisation and in the wider context of the sport of Archery on the African continent.

Specifically discrimination is prohibited in:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others.
- Imposing requirements on an individual, which are in effect more onerous on that individual than they are on others. For example this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in any recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of members are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

WAAf commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, and to the investigation of any member accused of discrimination.

### **SECTION 3: COMPLAINTS PROCEDURES**

In the event that any person feels that he or she has suffered discrimination in any way or that the Policies, Rules or Code of Conduct have been broken should follow the procedures below.

They should report the matter to the Member Association Executive / Continental Executive.

The report should include:

- i. Details of what, when, and where the occurrence took place.
- ii. Any witness statement and names.
- iii. Names of any others who have been treated in a similar way.
- iv. Details of any former complaints made about the incident, date, when and to whom it was made.
- v. A preference for a solution to the incident.

3. The Member Association Executive / Continental Executive will have the power to:

- i. Warn as to future conduct;
- ii. Suspend from membership;
- iii. Remove from membership; any person found to have broken the Policies or Codes of Conduct.