



Livingston Cricket Club Equality and Diversity policy

Aims

Livingston Cricket Club aims to treat every member equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

Our clubhouse is accessible to wheelchair users.

We are committed to ensuring any member is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

Diversity

Our Club belongs to all members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Club is open to new ideas, and particularly seeks opportunities for members to share their cultural heritage with one another.

Inclusion and respect

Every member of Livingston Cricket Club should be made to feel equally welcome and included at all Club meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Club.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Club or harassed at a club event they should raise this with the Board.

The Board will investigate the complaint, listening to all members involved. (If the complaint is against a Board member, that member will not be part of the team conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Club as a whole, the Board must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the Club due to discriminatory or harassing behaviour will be made with reference to the Club's constitution. The Club will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.