



## Bromyard RFC Equity Policy.

Bromyard RFC works within the guidelines set down by the RFU and recognise the importance of affording equity, equal opportunity and fair treatment to all present and potential employees and members.

The RFU Equity Policy aims to ensure that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, have a genuine and equal opportunity to participate in rugby union at all levels and in all roles. That includes participation as a beginner or elite performer, and as a coach, official, referee, manager, administrator or spectator.

Direct discrimination is defined as treating a person less favourably than others or would be treated in the same or similar circumstances. Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

Bromyard RFC expect all those acting on behalf of the organisation to adhere

to this policy. In pursuance of this policy the RFU reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.