



## **POLICY STATEMENT EQUAL OPPORTUNITIES**

The BBTSA advocate that all those involved in the sport must always comply with the principles of accepted, moral and ethical frameworks and exemplary standards of conduct.

The BBTSA subscribes to the principles of equality and is committed to achieving equality by the implementation of the following policies:

- i. All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- ii. All individuals must be treated fairly and equally regardless of gender, age, ethnic origin, religion, or political persuasion or disability.
- iii. Equity must permeate throughout strategic and development plans.
- iv. An equal professional service will be provided for all participants and discrimination through race, gender or disability will not be tolerated.
- v. Sexual and racial harassment and discrimination must be prohibited.
- vi. Inequality must be avoided:
  - When selecting, recruiting and training individuals.
  - In the structure and content of all syllabi, examinations, regulations and assessment procedures.
  - In the monitoring of practices, procedures and data relating to the operations and activities of the association.
  - In the preparation and distribution of all materials and publications.
  - By the relaxation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs or disabilities, providing that such action does not have deleterious effect on the standard, quality and integrity of the regulations.

Furthermore, The BBTSA:

- vii. Will encourage individuals from all communities to become involved at all levels of participation, coaching, officiating and management.

The BBTSA recognizes its legal obligations under the following acts:

- Race Relations Act
- Sex Discrimination Act
- Equal Pay Act



- Disability Discrimination Act
- Human Rights Act

The equal opportunities policy, procedures and action plans have been designed and implemented to ensure that no volunteer, participant or member will receive less favorable treatment on the grounds of age, gender, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be reasonable or relevant.