

## Cobham RFC Equity Policy Statement

Cobham Rugby Football Club is committed to ensuring that equity is incorporated into all aspects of its club operations, presently and in the future as endorsed by the RFU.

“Sports equity” concerns fairness in sport, equality of access, the recognition of inequalities and the taking of appropriate steps to address them. It also concerns changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society.

Cobham RFC respects the rights, dignity and worth of every person and will treat everyone equally within the context of their chosen sport, regardless of their age, disability, ability, gender, race, ethnicity, religious belief, sexual orientation or social / economic status. This includes participation as a beginner, high performer, coach, referee, manager, administrator, spectator, employee or Board member.

Cobham RFC is committed to the principle of everyone having the right to enjoy their chosen sport in an environment free from the threat of intimidation, harassment and abuse.

All club Members and employees have a responsibility to oppose discriminatory behaviour of any kind and to actively promote equality of opportunity.

Cobham RFC will deal with any incidence of discriminatory behaviour in accordance with its disciplinary procedures.

The Board

April 2019

