



# UK Women's Disc Golf Association

## Equality, Diversity and Inclusion

### Introduction

The UK Women's Disc Golf Association (UKWDGA) is committed to equality, diversity and inclusion. This includes protecting individuals under the Equality Act 2010 and ensuring that everyone who engages with the UKWDGA, whether as a member or as a visitor to our events, is treated fairly and has equal access to all opportunities, no matter what their background, characteristics or circumstances.

All members and visitors are treated with respect and made to feel welcome and included.

This policy focuses primarily on Members but does include visitors to our events as well.

### Scope

This policy stipulates the UKWDGA's position on equality, diversity and inclusion.

### Objectives

The objectives of this policy are to demonstrate the UKWDGA's active commitment to equality, diversity and inclusion and outlines what members should expect from their membership experience.

Membership of the UKWDGA is open to all women. The UKWDGA welcomes and celebrates a diverse cross-section of women, offering a safe space where they can be themselves surrounded by other supportive women. We do not ask members any personal questions as part of the joining process and are committed to ensuring all members are treated fairly and equally, whatever their background or individual circumstances. We acknowledge that treating members equally does not necessarily equate to treating everyone the same, but rather ensuring that all individual needs are met and accommodated for, where practically and reasonably possible.

There is no place for racism or prejudice within the UKWDGA, and we will work continuously to ensure that the UKWDGA is a place for women of all races and where members are empowered to challenge racism.



The UKWDGA encourages conversations around inclusive language and is always open to learning. It is important to remember that there is not one single approach to using inclusive language; every member will have different experiences and needs. When describing a person, the person concerned should be asked how they would like to be addressed, and what language/terminology they prefer is used when describing them.

### **Bullying, harassment, discrimination and victimisation**

We are committed to contributing to societal change by promoting equality and eliminating all forms of discrimination and harassment. The UKWDGA will therefore not accept bullying, harassment, discrimination and victimisation of any members for any reason. If inappropriate or offensive language is used, this should be reported to the UKWDGA initially via our "Contact Us" option on our website.

### **Breaches of this policy**

We take breaches of this policy very seriously and will begin investigations into potential breaches when necessary. If we are made aware of issues we may choose to follow these up as a formal complaint even where this has not been specifically requested and the complainant will be contacted about this. You also have the right to talk to the police about a potential criminal offence.

If you have any questions about making a complaint or raising a concern or believe this policy has been breached, please contact us either on the "Contact Us" option on our website or emailing us directly at **info@ukwdga.org**.