



Equity Policy

QUB Fencing is committed to ensuring that equity is incorporated across all aspects of its development. In doing so, we acknowledge and adopt the following definition:

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and the structure of sport to ensure it becomes equally accessible to everyone in society.”

QUB Fencing respects the rights, dignity and worth of every person and will treat everyone fairly and equally within the context of the sport of fencing, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or socio-economic status.

The club is committed to everyone having the right to enjoy fencing in an environment free from threat of intimidation, harassment and abuse. In pursuance of this, QUB Fencing:

- Will not disadvantage any individual by imposing any conditions or requirements which cannot be fully justified;
- May take special measure and positive action for any group currently under-represented in its membership taking account of the Equal Pay Act 1970, the Race Relations Act 1976, the Sex Discrimination Act(s) 1975/1986 and the Disability Discrimination Act 1995;
- Reserves the right to discipline members or employees who practice any form of discriminatory behaviour;
- Will seek to monitor and review this policy on an ongoing basis, and will inform the membership of its impact.

ALL club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.