EQUALITY, DIVERSITY AND INCLUSION POLICY

Statement of Intention

Jersey Pétanque Association (JPA) is committed to the principles of affording equity, equality of opportunity and fair treatment to all current and future members, at all levels and in all roles, in all aspects of its activities and to ensure that no individual is discriminated against.

Aims

The JPA Equity Policy aims to ensure that the sport of pétanque is equally accessible to all members irrespective of their age, ability, gender, race, ethnicity, colour, religion, faith, political beliefs, sexual orientation or social status.

The format and content of all JPA competitions, regulations and activities will strive to provide equality and equal opportunities for all, except where specific situations and conditions prevent this (see Exemptions).

Discrimination, Intimidation, Harassment and Abuse

The JPA is committed to everyone having the right to enjoy our sport in an environment free from threat of discrimination, intimidation, harassment or abuse. The JPA will deal with any incident of discrimination, intimidation, harassment or abusive behaviour seriously in accordance with its Disciplinary Policy and Procedures.

Commitment

The JPA will promote the concepts of equity, equality of opportunity and fair treatment by:

- Monitoring and reviewing all practices and procedures to ensure the Equity Policy aims are implemented and incorporated into the business of the JPA.
- Communicating the Equity Policy to its members, Clubs and competitions.
- Ensuring the Equity Policy is available on the JPA website.

Responsibilities

The JPA Management Committee is responsible for ensuring the Equity Policy is followed and for dealing with any allegations of breaches.

All individual members of the JPA and all Clubs and Leagues which are admitted as JPA members have responsibilities to respect, act in accordance with, and thereby support and promote the spirit and intentions of the Equity Policy.

Exemptions

The JPA reserves the right to limit participation in competitions to persons of specific age or gender where this is necessary to ensure equitable and equal competition.

Monitoring and Evaluation

The JPA Management Committee will periodically review the Equity Policy to ensure it remains appropriate and effective and reflects current legislation and best practice. A revised policy will be adopted when and where appropriate.