



WDR EQUALITY POLICY

World Deaf Rugby (*WDR*) recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential volunteers and members.

WDR aims to ensure that all eligible Deaf/Hard of Hearing people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, have a genuine and equal opportunity to participate in rugby union at all levels and in all roles.

This includes participation as a beginner or elite performer, and as a coach, official, referee, manager or administrator. All volunteers and spectators, whether Deaf, Hard of Hearing or hearing are welcomed and encouraged to be involved.

In its relationships with members, volunteers, and in its provision of services, WDR will ensure it does not disadvantage any individual by imposing any condition or requirement which cannot be justified. Failure to comply may result in disciplinary action being taken.

Advice and training will be given to all those volunteering for or on behalf of WDR. Direct discrimination is defined as treating a person less favourably than others would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

EXEMPTIONS

WDR reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, equal and safe competition.

RESPONSIBILITY

WDR expects all those acting on behalf of the organisation to adhere to this policy. In pursuance of this policy the WDR reserves the right to discipline any of its members or volunteers who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.