

Equal Opportunity and Diversity Policy

Coventry Riders objective is to maintain operational standards so that all its members, volunteers and committee members receive equal treatment regardless of race, colour, sex, actual or perceived sexual orientation, religion or belief, disability, age, marital status, gender reassignment, nationality or national or ethnic origin.

Coventry Riders will adhere to this policy to ensure the following:

1. There shall be no discrimination of any person on grounds of race, colour, sex, actually or perceived sexual orientation, religion or belief, disability, age, marital status, gender reassignment, nationality, or national ethnic origin.
2. Whilst Coventry Riders do not currently have any paid employees we will apply our policy rules on any future employment, promotion, training, and development which shall be determined on capability and merit only.
3. Our practices and procedures are developed and maintained which ensure equitable treatment for all.
4. No individual is disadvantaged by conditions or requirements, which cannot be shown to be justified.
5. Any member, volunteer or committee member who has been determined to have committed an act of unlawful discrimination shall be subject to disciplinary action according to the group's disciplinary rules and procedures.
6. Members, volunteers, and the committee members should be aware that they may be held personally liable for acts of discrimination.
7. All members, volunteers and the committee will have personal responsibility for the practical application of this policy, which applies to the treatment of members, suppliers, and the general public as well as to fellow members, volunteers, and the committee.
8. Any person that is involved in recruitment, promotion or training has specific responsibility for the practical application of this Equal Opportunity Policy.
9. In the event a member, volunteer or the committee considers he/she has been discriminated against that person should consult with the current Chairman of Coventry Riders.

Coventry Riders is also opposed to all forms of bullying and harassment in the workplace and is committed to preventing unacceptable behaviour at work.

1. Harassment includes unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment having regard to all the circumstances and the perception of the victim.
2. Harassment is not always characterised by overt aggression and interpersonal rows but can include ridicule, embarrassing remarks or jokes, unwelcome derogatory comments, insidious and manipulative behaviour.
3. All members/volunteers and the committee have personal responsibility to discourage unacceptable behaviour and not behave in a manner that fails to respect the rights of others or could be felt to be intimidating by others.
4. If you feel that you are being bullied or harassed, you should make a complaint to the current Chairman of the Coventry Riders. Those receiving details of the complaint will treat it sensitively, seriously, and confidentially. You will then be offered the option of making a formal complaint.
5. All formal complaints will be promptly and confidentially investigated.
6. Any person who is found to have acted in breach of this policy may be subject to disciplinary action.