

WN is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employees, job applicants, office holders, volunteers, consultants or members of committees and panels (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation (together the "Protected Characteristics").

1. Policy Objectives

- 1.1. WN is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. Equality will also be promoted as part of WN's behaviour and values.
- 1.2. This policy sits alongside all other WN policies, codes and regulations including, but not limited to, WN Code of Conduct and WN Ethics and Anti-Corruption Code, and adherence will be managed through the WN Disciplinary and Dispute Resolution Regulations (DDR Regulations).

1.3. Application

The following persons and entities are subject to these Regulations:

- Regional Federations;
- Members;
- All of World Netball's officers, employees and appointees (including, without limitation, any person holding any World Netball appointment or sitting on any World Netball board, committee or panel);
- Players and Team Officials;
- Match Officials (Umpires);
- Technical Officials;
- World Netball tournament and International Event personnel;
- Volunteers; and
- All other persons and entities assigned to exercise a function for World Netball e.g. in relation to an International Event or another event organised by World Netball.

Each such person and entity are deemed to have agreed to be bound by, and to comply with, these Regulations.

If any person or entity ceases to be bound by these Regulations, such person or entity will nevertheless remain subject to these Regulations in respect of any matter arising prior to that cessation.

2. Discrimination, Harassment and Victimisation

- 2.1. WN recognises the following as being unacceptable:

- 2.1.1. Unlawful discrimination, which can take the following forms:

- Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
- Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. WN is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
- Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.

2.1.2. WN regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against Stakeholders will be taken seriously and appropriate measures, which may including disciplinary action being brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

2.2. WN recognises that it has a duty to make reasonable adjustments for disabled persons. WN will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in netball related activities. In addition, when acting as a service provider, the WN and each Member has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services and events.

3. Responsibility, Implementation and Communication

3.1. The following responsibilities will apply:

3.1.1. The Board of WN is responsible for ensuring that this Equality and Diversity Policy implemented, followed and reviewed when appropriate. The WN Board is also responsible for ensuring that this policy is enforced and any breaches are dealt with appropriately. The Chief Executive Officer has overall responsibility for the implementation of this policy although this will be managed by the Board or a sub-committee of the Board;

- 3.1.2. WN recognises that it has a duty to make reasonable adjustments for disabled persons. WN will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in netball related activities.
- 3.1.3. A member of the Board will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into consideration when making decisions.
- 3.1.4. All Stakeholders, including members, have responsibilities to respect, follow and promote the spirit and intentions of this policy.
- 3.2. This Equality and Diversity Policy will be implemented as follows:
 - 3.2.1. WN will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by WN will contain a statement regarding equal opportunities;
 - 3.2.2. No applicant for any post (including job applicants, volunteers, consultants, advisers, and supplier) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination;
 - 3.2.3. All Stakeholders will be required to adhere to this policy. WN Members and partner organisations will be required to abide by the principles of this Equality and Diversity Policy and it will be referred to in any service level agreements or contracts issued by WN.
- 3.3. This Equality and Diversity Policy will be communicated in the following ways:
 - 3.3.1. The policy will be included in any employee handbook (or equivalent paper or electronic document);
 - 3.3.2. The policy will be highlighted in all staff and volunteer inductions carried out by or on behalf of WN;
 - 3.3.3. A copy of this policy will be publicly available on the WN website and copies will also be available from the WN Secretariat. All Members will be made aware of the Policy and will be required to adhere to it as a condition of organising or hosting an International Event;
 - 3.3.4. WN will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, adapted conditions, equipment or training.

4. Monitoring and Evaluation

- 4.1. This policy will be reviewed every four years, unless any proposal to the Board or legislation change requires an interim review and/or amendment.
- 4.2. This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn.

5. Disciplinary and Grievance Procedures

- 5.1. To safeguard individual rights under this policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of it may raise the matter through the appropriate procedure, either the employee grievance procedure or the WN Disciplinary Regulations.

APPENDIX

DEFINITIONS

Articles mean the Articles of Association of WN, as amended from time to time.

Board means the board of directors of WN, elected or appointed pursuant to the Articles.

Equality and Diversity Policy means this policy, as amended from time to time.

WN means the International Netball Federation Limited trading as World Netball.

Member means an entity that has been admitted as a member of WN in accordance with the Articles.