

NORFOLK CRICKET BOARD

INCLUSION AND DIVERSITY POLICY

1 Introduction

1.1 The Norfolk Cricket Board in all its activities is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for the Board and participating in or watching the Board's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

1.2 The Board

- in all its activities will not discriminate, or in any way treat anyone less favourably against on the grounds of age, gender, disability, race, religion or belief, parental or marital or civil partnership status, being pregnant or on maternity leave, sexual orientation or gender reassignment;
- will not tolerate harassment, bullying, abuse or victimisation of individuals.
- will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- will ensure that it complies with the requirements of equalities legislation and will take all reasonable steps to ensure that its employees, members, participants and volunteers adhere to these requirements and this policy.

1.3 This policy is fully supported by the Board's officers and directors who are responsible for the implementation of this policy.

2 Enforcing the Policy

2.1 The Board is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

2.2 In the event that any employee, member, volunteer or participant feels that they have suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the Board's Cricket Development Director or alternatively the Board's Chairman.

2.3 Any such report should include details of what occurred; when and where the occurrence took place; any witness details and copies of any witness statements.

2.4 If the person complained about is an employee, the Board will regard the issue as a disciplinary issue and will follow its employment disciplinary procedure.

2.5 If the person complained about is a non-employee, the Board

- may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
- may (at its sole discretion) hold a hearing at which both parties will be entitled to attend and present their case;
- will have the power to take such action as it considers appropriate including the imposition of any one or more of the following sanctions on any person found to be in breach of any policy: (a) warn as to future conduct; (b) suspend from involvement in Board activities for such period as the Board determine; and
- will provide both parties with written reasons for its decision.

2.6 A party may appeal a decision of the Board within 3 months of the initial decision being notified to that party.

3. Review

The Board will review this policy periodically.

Adopted: July 2020