



NSWERA Governance Manual

Document No. 3.3 - NSWERA Equal Opportunity Policy

Equal Opportunity Policy

Everyone at NSW Endurance Riders' Association gets a 'fair go'.

People from all groups in society are welcome to apply for membership of the organisation.

NSW Endurance Riders' Association is an equal opportunity organisation. This means we make sure that every member gets a fair go. Your sex, marital status, pregnancy, race, age, disability, homosexuality or transgender (transsexuality) makes no difference to us. What matters to us is that all members are treated fairly, and that when we need a job done, if you are the best person for the job concerned, you will get it.

No discrimination or harassment

We recognise that you can't enjoy your membership, do a good job or be fully productive if you feel someone in the organisation is treating you unfairly, discriminating against you, or harassing you because of your sex, race, age, and so on. That is why we will not support any type of discrimination or harassment in our organisation. That is why the management supports the policy fully.

It is against the law and our rules for any member to discriminate against or harass any other member or associated person.

There is to be no sexual harassment, sexist harassment, racist harassment, or any other type of harassment that is against the law, in our organisation. Note that harassment is behaviour that is unwelcome and which can be reasonably expected to offend, humiliate or intimidate the person to whom it is directed.

There is to be no sex discrimination, race discrimination, age discrimination, or any other type of discrimination that is against the law, in our organisation. Note that discrimination means treating someone unfairly because they belong to a particular group of people, for example older people, women, people with disabilities, or have a particular ethnic background.

Fair recruitment.

We will recruit new employees, both paid and volunteer, fairly –on the basis of merit- that is, the person that is the best person for the job will get the job.

Fair access to opportunities and benefits

We will give every member fair access to all available opportunities and benefits within the structure and philosophies of the organisation – for example, to membership benefits, training and development.



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We will encourage every member to make full use of their particular skills and abilities.

A fairer go for people from previously disadvantaged groups

We will take particular care to make sure the groups who have been disadvantaged in the past in many organisations (for example, women, people from racial minorities, people with disabilities, older people and younger people) are not disadvantaged within our organisation. If we think it will make our organisation fairer for them and for anyone else, we may provide specific opportunities for people from one or more of these previously disadvantaged groups.

Our equal opportunity plan

To help make sure that everyone gets a fair go, we will develop an equal opportunity plan. This plan will aim to help us get rid of unfair practices and ensure that all members are treated fairly within the structure and philosophies of the organisation.

What to do if someone is treating you unfairly or harassing you

If you feel someone is treating you unfairly or harassing you, we want you to tell us as soon as possible, so that it can be resolved as fast as possible. If this is happening to you, please read our complaint procedure for what to do about it. It also tells you exactly how we will deal with the problem. We won't victimise you for speaking out. We will do our best to make sure that no-one victimises you for either supporting someone else's complaint or putting in your own complaint.

If you treat someone else unfairly or harass them

If we find out that you have been responsible for treating another member or associated person unfairly, or for harassing them, you may be disciplined. If we find out that you have been responsible for victimising someone because they complained about discrimination or harassment, or because they supported someone else's complaint, you may be disciplined.

Signed.....President.

Date:.....