COVENTRY & DISTRICT TABLE TENNIS ASSOCIATION

PHOENIX TABLE TENNIS CLUB

**DISCRIMINATION POLICY**

The aim of the policy is to promote good practice by ensuring all members:

* **Are fully aware of their responsibilities with regard to avoidance of discrimination**
* **Safeguard the well being of all members and guests whatever their age, culture, disability, gender, racial origin, religious belief and/or sexual identity and have the right of protection from abuse**
* **Respond appropriately to concerns**
* **Take all reasonable and practical steps to protect members and guests from harm, discrimination or degrading treatment**
* **Respect and promote members and guests rights, wishes and feelings**
* **Make informed and confident responses to discrimination issues**

The Association and Club guidelines will:

* **Offer safeguards to coaches, officials and volunteers**
* **Help to maintain high standards of professionalism and practice at all levels of the sport**
* **Provide support, appropriate training (and updating) and adequate supervision of coaches and members to enable them to work together with families, guests and other organisations to ensure that the welfare and needs of all members and guests remain paramount**

The Association and Club believe and seek to uphold the following principles:

* **The welfare of members and guests is paramount**
* **All members and guests whatever their age, culture, disability, gender, racial origin, religious belief and/or sexual identity have the right of protection from abuse**
* **Officials, coaches and volunteers are not trained to decide whether abuse has occurred but are vested with the responsibility for ensuring that they act upon any concerns or allegations of abuse**
* **That processes for dealing with complaints are fair and open to challenge through an appeals process**

**PROMOTING GOOD PRACTICE**

**Adults and children have the right to be treated with dignity and respect. The Association and Club are committed to safeguarding members, guests, coaches, volunteers, officials and the sport through adherence to these procedures.**