



WiSEAN

Women in Sport & Academic Network

Equality and Diversity policy, WiSEAN

The Women in Sport and Exercise Network (WiSEAN) is committed to treating all people equally and with respect. We will proactively prevent and eliminate discrimination of any individual or organisation on the grounds of any protected characteristic.

Accessibility

All our meetings, conferences, workshops and events are held in venues that are accessible to individuals with disabilities. When we organise events for our members, we provide free places for carers of members who can only attend if they bring a carer. We welcome individuals that have caring responsibilities with a minor. Where possible we will provide appropriate facilities for breast feeding and changing.

We are committed to ensuring any member is able to attend our activities, so we reassess our access requirements to meet the needs of new members.

Diversity

We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. We are open to new ideas, and particularly prioritise opportunities for members to share their diversity with one another.

Inclusion and respect

We are committed to fostering an environment where every member of WiSEAN feels equally welcome and included at all meetings, activities and events. People will be treated with dignity and respect, regardless of any protected characteristics. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are, therefore, not acceptable. These constitute harassment and have no place in our network.



Our equality and diversity policy is available on our website for members to view.

Dealing with discrimination and harassment

Overall responsibility for the Policy lies with the WiSEAN Executive Committee. All WiSEAN members are expected to act within the remit of the policy and to take responsibility for its successful implementation.

The WiSEAN Executive Committee will investigate any complaint or grievance from any WiSEAN member who alleges that they have been harassed or discriminated against, listening to all members involved. If the complaint is against an Executive Committee member, that member will not be part of conducting the investigation.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a third party. The person making the complaint will also have this opportunity.

If the complaint is against WiSEAN as a whole, the Executive Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from WiSEAN due to discriminatory or harassing behaviour will be made with reference to WiSEAN's Constitution. The WiSEAN will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of the WiSEAN Executive Committee on 06 October 2019 and will be reviewed every two years.

Signed



Dr Jacky Forsyth



Dr Claire-Marie Roberts



Dr Rachael Bullingham



Dr Nicola Brown

Date

06/10/19

