



**No Limit Cycling Club  
Equality**

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## **OUR MISSION**

No Limit Cycling Club (NLCC) exists for the love of diversity. Our mission is to be an inclusive cycling club, connecting people with cycling that otherwise wouldn't look.

We're a positive platform for good, connecting an incredible community made up by our members, family, and friends. This community is the heart of our achievements. We welcome our differences, empower each person's individuality, and celebrate our diverse skills and perspectives. We want to create an inclusive environment for all.

## **INTRODUCTION**

No Limit Cycling Club (NLCC) is fully committed to the principles and active promotion of Equality, diversity, and inclusion among our members, and eliminating unlawful discrimination. The aim is for our club to be truly representative of all sections of society and for each member to feel respected and able to give their best.

NLCC is responsible for ensuring that no member or volunteer receives less favourable treatment on the grounds of a protected characteristic. Protected characteristics are defined by the Equality Act 2010 as disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender) and age.

NLCC will ensure that there will be open access to all those who wish to participate in the sport or associated recreational activities and that they are treated fairly.

The 'active promotion of equality of opportunity' implies that NLCC is seeking to move from simply complying with legislation and good practice towards embracing equality, diversity, and inclusion.

## **PURPOSE**

NLCC will ensure that no sections of the community are denied the opportunity to participate and make progress in the sport or recreational activity. NLCC will take steps to prevent discrimination or other unfair treatment for its members or volunteers, whether intentional or unintentional, direct, or indirect

## **REVIEW**

This document will be reviewed in line with legislative changes and as a minimum every two years. Please be aware that these guidelines are subject to change at any time without notice.

## **SCOPE**

This policy covers all volunteers members, consultants, contractors, interns, casual workers, agency workers and stakeholders. NLCC will promote and maintain an environment in which equality, diversity and inclusion is embraced and bullying, harassment and any form of discrimination are understood by all to be unacceptable behaviours. It is the responsibility of all named parties to comply with this policy.

## **LEGAL REQUIREMENTS**

NLCC is required by law not to discriminate against its members or in the provision of services and

recognises its legal obligations under current, relevant acts and related obligations.

## **DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION**

NLCC is committed to ensuring that its members and competitors are able to conduct their activities in an environment that is free from harassment, intimidation or bullying. NLCC regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of NLCC or affiliated club, who discriminates against any other person, may be liable to appropriate disciplinary action.

### **Direct Discrimination:**

This occurs by treating a person worse than someone else because of a protected characteristic. In the case of pregnancy and maternity this can occur if they have the protected characteristic without needing to compare treatment to someone else. Additionally direct discrimination can occur because someone is thought to have a protected characteristic or because they associate with someone who has a protected characteristic.

### **Indirect Discrimination:**

This occurs by putting a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

### **Discrimination Arising from Disability:**

This occurs by treating a disabled person unfavourably because of something connected with their disability when this cannot be justified.

### **Failing to make Reasonable Adjustment:**

This occurs by failing to make reasonable adjustment for disabled people which cannot be justified.

### **Harassment:**

Is unwanted conduct which has the purpose or effect of violating someone's dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

### **Bullying:**

Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual's confidence.

### **Victimisation:**

Treating someone less favourably because they have taken (or might be taking) action under the Equality Act or supporting someone who is doing so.

## **IMPLEMENTATION**

A copy of this document will be available to all members, volunteers, consultants, contractors, interns, casual workers, agency workers and stakeholders of NLCC. All members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy. NLCC will take measures to ensure that its recruitment and practices are non-discriminatory.

A planned approach will be adopted to eliminate barriers which discriminate against particular

groups. NLCC will ensure that consultants, advisers, and suppliers used by NLCC can demonstrate their commitment to the principles and practice of equality, diversity, and inclusion.

### **POSITIVE ACTION**

NLCC may take positive action for any group which is under-represented in membership, representative bodies, workforce, or participation events that share a protected characteristic and suffer a disadvantage connected to the characteristic. Additionally, NLCC may take positive action in the provision of services for people who share a protected characteristic.

### **MONITORING AND EVALUATION**

NLCC will regularly monitor and evaluate the policy, practices, procedures, and operations on an ongoing basis and will inform members and volunteers of their impact. The Chairperson has overall responsibility for the implementation of the Equality Diversity and Inclusion Policy. The NLCC Board is responsible for ensuring that this Equality Diversity and Inclusion Policy is followed and to provide appropriate procedures to deal with the investigation and disciplinary hearing in connection with any alleged breach of the Policy and/or any related Codes of Practice which may be issued by the Board from time to time.

### **DISCIPLINARY AND GRIEVANCE PROCEDURES**

To safeguard individual rights under the policy a member or volunteer who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure. Appropriate disciplinary action may be taken against any member or volunteer who contravenes the Equality Diversity and Inclusion Policy. NLCC is committed to ensuring that individuals feel able to raise any grievance and no member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.