

BRITISH VOLLEYBALL FEDERATION EQUAL OPPORTUNITIES POLICY

1. British Volleyball Federation is an equal opportunities employer.

2. Our policy is that no employee or applicant for employment receives less favourable treatment than another on the grounds of race, colour, ethnic, racial or national origins, religion, sex, marital status, sexual orientation, age or disability. Further, no employee will be disadvantaged by any condition or requirement that is not justified by the genuine needs of the job or the business.

3. This commitment applies to the following areas of employment:

- Recruitment and selection including advertisements, job descriptions, interview and selection procedures,
- Training,
- Career development opportunities,
- Terms and conditions of employment and access to employment related benefits and facilities,
- Grievance handling and the application of disciplinary procedures,
- Selection for redundancy,
- Prevention of harassment of any description.

4. BVF views this policy as an important issue. It is the responsibility of all BVF Directors, volunteers and employees that they comply with this policy.

5. All and any breaches of this policy will be treated extremely seriously by the BVF. Conduct by employees and volunteers during the course of working for BVF that constitutes discrimination of the type referred to above, will be regarded as gross misconduct and will lead to dismissal or removal of volunteer role.

6. Equal opportunities practice is developing constantly as social attitudes and legislation change. The BVF will keep its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all the BVF policies and procedures, not just those specifically connected with equal opportunities.