

# WORLD DODGEBALL

## Equality and Diversity Policy

The World Dodgeball Association is committed to ensuring equality of opportunity to all people who work for us and with us. We will work to remove any discrimination by reason of gender, ethnic origin, disability, sexual orientation, age or any other factor that is not directly related to the requirements of our work and the merit principle.

We will maintain working practices and patterns that are supportive to equality and diversity. In particular, we will continue to encourage flexible working patterns that are compatible with the demands of our work.

Having established the broad principles and priorities of the equality and diversity policy, it is important to continue to review it in the light of experience and feedback. This includes reviewing and providing appropriate training and the development of procedures and other measures to address specific issues.

For equality and diversity to be effective there needs to be open and honest discussion of the issues involved. Equality and Diversity should be in an inclusive, positive process for everyone and means creating an environment where staff learn from each other's experience and treat different perspectives and values with respect.

The World Dodgeball Association will uphold equality and diversity:

- In recruitment and selection, by assessing people on their individual merits and ability to do the job and avoid subjective assumptions by individual panel members distorting objective judgment;
- In employment, by developing policies which ensure that no job applicant or employee is unfairly discriminated against on the basis of their race, ethnic origin, culture, gender, disability, sexual orientation, age or religion;
- In service delivery by striving to provide appropriate, sensitive and impartial services and being accessible to all people;
- Promoting the values contained in the policy in our relationships with other organisations.