



WALES LACROSSE

Inclusion & Diversity

Implementation Monitoring Officer:

Policy Review:

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Policy owner:

Chief Executive Officer

Inclusion & Diversity

Wales Lacrosse commitment to equal opportunities

Lacrosse is proud that it is a diverse, inclusive team sport played equally by men and women and enjoyed by all regardless of gender, sexuality, age, race or religion.

It is our policy to provide equality to all, irrespective of their age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race (including ethnic or national origins); religion or belief; sex or sexual orientation. Together, these are referred to as 'protected characteristics'. Wales Lacrosse also supports the need for additional effort to provide better protection to individuals from lower socio-economic groups, poverty and the Welsh Language.

Wales Lacrosse is committed to gender parity on its Executive Board and will strive to meet or exceed the number of female directors set by UK Sport and Sport Wales.

Wales Lacrosse Equality Policy

This policy is aimed at all those actively involved in any aspect of lacrosse activities, and is wholly endorsed by Wales Lacrosse to ensure that any employee, volunteer, member or participant:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic or national origins), religion or belief, sex or sexual orientation.
- supports the need for additional effort to provide better protection to individuals from lower socio-economic groups, poverty and the Welsh Language.
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

Wales Lacrosse is committed to avoid and eliminate unfair discrimination of any kind in lacrosse and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero- tolerance approach to harassment, bullying or victimisation on the grounds of any of the protected characteristics. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Wales Lacrosse recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Wales Lacrosse.

It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of a protected characteristic.

Positive action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Wales Lacrosse will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to lacrosse and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The Wales Lacrosse Chief Executive will take overall responsibility for ensuring that the policy is observed.

The following steps will be taken to publicise this policy and promote sports equality in lacrosse in Wales.

- The Executive will take full account of the policy in arriving at all decisions in relation to activities of Wales Lacrosse.
- Wales Lacrosse will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in lacrosse in Wales and will take account of the findings in developing measures to promote and enhance sports equality in lacrosse.
- It will be a condition of Wales Lacrosse membership that member clubs (including Universities and other affiliations):
 - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it; and
 - take steps to ensure that their Committees, members and volunteers behave in accordance with the policy, including, where appropriate, taking disciplinary action under the Club's constitution;
 - ensure that access to membership is open and inclusive; and
 - support such measures and initiatives that Wales lacrosse may institute or take part in to support and better promote the aims of this policy.
- It will be a condition of Wales Lacrosse membership that individual and other members:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that Wales Lacrosse may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Executive will be accountable for ensuring that this Inclusion and Diversity Policy is implemented, followed and reviewed where appropriate. The Chief Executive has overall responsibility for the implementation of the policy.

The Executive will review all Wales Lacrosse activities and initiatives against the aims of the policy on an annual basis, as part of the calendar of responsibilities, and the Chief Executive will report formally on this issue at the AGM.

The Executive will review the policy every three years, (or more frequently when necessary due to changes in legislation) and will report any recommendations to the AGM.

A member of the Executive will be appointed as the 'Equality Champion' and will advocate the equality agenda to the Executive, ensuring equality issues are taken into consideration when making decisions.

All members, connected participants and staff have responsibility to respect, follow and promote the spirit and intentions of the Inclusive & Diversity Policy.

Complaints and compliance

Wales Lacrosse regards all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the Wales Lacrosse Inclusion and Diversity Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a member club, individual member or other member of WLES Lacrosse should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Wales Lacrosse itself, the person may raise the matter by writing directly to the Chief Executive requesting a formal Complaints hearing.

The Chair will investigate the complaint personally or appoint the Chief Executive or another Board member to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing (via email) and reported to the Wales Lacrosse Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, other member, or member club the Committee may impose sanctions on that person or organisation in line with the Wales Lacrosse Constitution and/or Bye Laws. Sanctions may range from a written reminder concerning future conduct up to and including temporary or

permanent expulsion from Wales Lacrosse membership. In deciding what sanction is appropriate in a particular case, the Executive will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Inclusion and Diversity Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Wales Lacrosse is subject to allegations of unlawful discrimination in a court or tribunal, the Wales Lacrosse Board and staff will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

APPENDIX 1 – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (including ethnic or national origins), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, this means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

1 the exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

Victimisation

It is unlawful to treat a person less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

APPENDIX 2 - PREGNANCY GUIDELINES

Participating in lacrosse when pregnant - Guidelines

Women are increasingly seeking to continue their participation in sports, such as lacrosse, throughout their pregnancy. Accordingly, these pregnancy guidelines are just that, guidelines to provide information and guidance for all those participating in lacrosse at club level up to international level (including, in particular, players, umpires, bench officials and team officials).

Wales Lacrosse is committed to providing a safe and enjoyable environment for all who participate in lacrosse at club, county, national and international events, including those who are pregnant.

Current research suggests that a moderate amount of exercise during pregnancy can have beneficial effects. However, lacrosse is a physically demanding game which requires a high level of agility. It also involves a high degree of contact and carries an inherent risk of accident and injury, both to the participant and the unborn child.

Accordingly, participation in lacrosse during pregnancy is entirely at the risk of the participant herself.

Whilst the decision as to whether or not to participate rests solely with the relevant participant, the following advice is given:

(a) Wales Lacrosse strongly recommends that the participant:

(i) Consults with their own appropriately qualified medical practitioner to inform them, on a voluntary basis, of their pregnancy and to obtain individual and specific professional medical advice before participating in lacrosse (both during and following pregnancy), in particular regarding the risks of such participation.

(ii) Acts in accordance with the medical advice received.

(iii) Attends regular check-ups with their medical practitioner throughout and following their pregnancy regarding their participation in lacrosse, adjusting participation accordingly.

(b) The participant will be responsible for ensuring she has appropriate insurance cover for participating in lacrosse during and following pregnancy.

(c) By participating when pregnant, the participant will be deemed to have consented to any risks (including any risk of injury to the participant and/or the unborn child) that may arise from such participation. Aside from liability for death or personal injury resulting from negligence, the participant will also be deemed to have waived any and all claims, causes and rights of action against Wales Lacrosse, national associations, event organisers, players and match officials, whether at law or in equity, of whatever nature and in any jurisdiction or forum, that she and/or her unborn child may have as a result of such participation.