



O.N.A.K.A.I.

Official National Amateur Karate Association of Ireland

National Governing Body for Karate in Ireland

EQUALITY POLICY

O.N.A.K.A.I. is fully committed to the principles and active promotion of equality of opportunity. To ensuring that no member of the Executive and its associated sub-committees, Coaches, Athletes, volunteer or member receives less favourable treatment on the grounds of their sex, age, disability, ethnicity (including nationality, race, Traveller status), gender-reassignment, sexual orientation, religion and belief, pregnancy and maternity, or marriage and civil partnership status.

O.N.A.K.A.I. embraces diversity and will ensure that there will be open access to all those who wish to participate in Karate in any capacity and that they are treated fairly.

PURPOSE

1. O.N.A.K.A.I. will ensure that no sections of the membership are denied the opportunity to participate and make progress in Karate whether in coaching, officiating, administrative functions and volunteering.
2. We will take steps to prevent discrimination or other unfair treatment for our members, athletes, coaches, officials, volunteers and members of the Executive and associated sub-committees whether intentional or unintentional, direct or indirect.
3. O.N.A.K.A.I. is a signatory to the CARA Sport Inclusion Disability Charter in 2018 and this Policy should be read in conjunction with O.N.A.K.A.I. Policy for Inclusion.

LEGAL REQUIREMENTS

O.N.A.K.A.I. is required by law not to discriminate against its members, athletes, coaches, officials, volunteers and members of the Executive and associated sub-committees or in the provision of services and recognises its legal obligations under current, relevant acts and related obligations.

DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION

O.N.A.K.A.I. is committed to ensuring that its members, athletes, coaches, officials, volunteers and members of the Executive and associated sub-committees are able to conduct their activities in an environment that is free from harassment, intimidation or bullying.

O.N.A.K.A.I. regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of O.N.A.K.A.I. or affiliated club, who discriminates against any other person, may be liable to appropriate disciplinary action.



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PROCEDURE FOR DEALING WITH ALLEGED ACTS OF DISCRIMINATION

1. A copy of this document will be available to all members, athletes, coaches, officials, volunteers and members of the Executive and associated sub-committees on O.N.A.K.A.I.'S website
2. O.N.A.K.A.I. expects that all of his members, athletes, coaches, officials, volunteers and members of the Executive and associated sub-committees act in accordance with, support and promote the spirit and intentions of this policy.
3. O.N.A.K.A.I. will take measures to ensure that its Recruitment and Selection Policies are non-discriminatory and planned approach will be adopted to eliminate barriers and discrimination.
4. O.N.A.K.A.I. will ensure that consultants, advisers and suppliers can demonstrate their commitment to the principles and practice of equality.

POSITIVE ACTION

O.N.A.K.A.I. may take positive action for any group which is under-represented in membership, or participation events that share a protected characteristic and suffer a disadvantage. Additionally, we may take positive action in the provision of services for underrepresented groups.

MONITORING AND EVALUATION

O.N.A.K.A.I. will regularly monitor and evaluate the policy, practices, procedures and operations. The Executive has overall responsibility for

1. the implementation of the Equality Policy and is
2. responsibility for ensuring that this Equality Policy is followed;
3. applying proper and fair procedures for dealing with and investigation of any allegations of breaches of this policy
4. holding disciplinary hearing in connection with any alleged breach of the Equality Policy and/or any related Codes of Practice which may be issued by the Board from time to time.

DISCIPLINARY AND GRIEVANCE PROCEDURES

Any allegation that a member has discriminated against, harassed, bullied, victimised, intimidated or abused any other person will be dealt with in accordance with O.N.A.K.A.I.'s Complaints Policies and Procedures. Any allegation that an employee has discriminated against, harassed, bullied, victimised, intimidated or abused any other person will be dealt with in accordance with O.N.A.K.A.I.'s Disciplinary processes.



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