



Equity Policy

Statement of Intent

SSK is full committed to the principles of the equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer, competitor, child/young person receives less favourable treatment on the grounds of age, gender, ethnic status, parental/marital status, nationality, religious belief, political persuasion, social background and sexual preference.

Legal Requirements:

The SSK is required by law not to discriminate against its employees, members or volunteers and recognises its legal obligation under the following acts

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination ACT 1995
- Rehabilitation of Offenders Act 1974
- Children's Act 1989

Types of Discrimination:

Discrimination can take the following forms

Direct Discrimination - This means treating someone less favourably than you would treat others in the same circumstances

Indirect Discrimination - This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one group.



The SSK is fully committed to equality of opportunity and where decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation are necessary to the performance of the sport.

Harassment - Can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient.

The SSK is committed to ensuring that all staff, volunteers and competitors are able to conduct their activities in an environment that is free from harassment or intimidation

A copy of this document will be available to all staff, members, competitors and volunteers.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the SSK Equity Policy

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Seishin-do



Shukokai
Karate