

EQUALITY & DIVERSITY POLICY

British Rock 'n' Roll DanceSport Federation (BRRF)

§ 1 EQUALITY & DIVERSITY POLICY STATEMENT

- 1) The British Rock 'n' Roll DanceSport Federation is committed to the achievement of equality for everyone. Unfair discrimination in any shape or form (direct, indirect, personal, institutional, etc.) on the grounds of gender, ethnicity, disability, religion, sexual orientation, socio-economic status, or age, has no place in society and must be challenged and positively countered in Rock 'n' Roll dancing wherever, whenever and however it occurs.
- 2) The BRRF aims to ensure the fair treatment of its members and potential members regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical ability or mental ability.

§ 2 BRRF OBJECTIVES

- 1) To promote equality of opportunity and fair treatment for all in Rock 'n' Roll dancing – whether presently involved or interested in joining – for employers, employees, clients and customers (eg competitors, spectators etc.), regardless of gender, ethnic origin, creed, sexual orientation, social class, age, ability and disability. This is in order to achieve equality of outcome, in striving for the highest quality and standards in Rock 'n' Roll dancing.
- 2) To encourage, and where possible prepare, all people associated with Rock 'n' Roll Dancing, particularly the young and impressionable, for life in a multicultural, multilingual, multifaith society in Britain, Europe and the World.
- 3) To ensuring that all Rock 'n' Roll dance enthusiasts have access to all Rock 'n' Roll dance opportunities relevant to their abilities.
- 4) To respond positively to the special needs of all people from ethnic and other minority groups.
- 5) To ensure that the needs of Rock 'n' Roll dancing enthusiasts with disabilities, learning difficulties or social disadvantages are considered and appropriately addressed in Rock 'n' Roll Dancing activities.

- 6) To discourage racism, sexism, ageism, homophobia, religious intolerance or discriminatory practices in respect of other disadvantaged groups, and reduce prejudice as much as possible.
- 7) It is the aim of the BRRF in its relationships with its members and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

§ 3 BRRF STATEMENT

- 1) To maintain the association's stated aim, that each Rock 'n' Roll dance participant or enthusiast, whether professional or amateur, should be able to maximise his or her own potential in dance, it is necessary to establish Equal Opportunities, irrespective of gender, race, religion, disability, means or special educational needs.

§ 4 GENDER

- 1) The BRRF accepts the need to take account of, and change, the attitudes and structures present in society which limit the opportunities for both males and females regardless of sexual orientation within a recognised framework of acceptable standard within Rock 'n' Roll dancing.

§ 5 POLICING THE BRRF POLICY

- 1) Any member of the BRRF who practises any form of discrimination including, but not limited to, discrimination on the grounds of a person's age, gender, ability, race, religion, ethnicity, creed, colour, social status or sexual orientation shall be deemed to be guilty of gross misconduct, and liable to the sanctions set out in Section 14 of the BRRF Statutes.
- 2) The BRRF executive committee will have full power under BRRF Statutes to act in all cases if a person bound under this policy is found to have discriminated against, harassed or victimised another.