



## 1. Objectives

- To provide the opportunity for everyone to enjoy sailing and associated activities, in whatever capacity and to whatever level the individual desires within the framework of activities offered by Crawley Mariners Yacht Club (CMYC).
- To ensure that all activities at CMYC, including training courses run by its RYA Recognised Training Centre and OnBoard sessions, are as accessible as possible within the scope of the facilities available.

## 2. Policy Statement

CMYC is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials and volunteers are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, or gender reassignment.

## 3. Implementation

- CMYC aims to be friendly, welcoming and open to all.
- CMYC will always try to enable participation and enjoyment of the Club's activities to all whenever possible, but we do not have RYA Sailability status, or specially adapted dinghies. The need to board dinghies in safety may, unfortunately, exclude some from participating as we have no hoist or specialist equipment to assist.
- CMYC will relax regulations in relation to RYA training schemes which may inhibit the performance of candidates with special needs, provided that any relaxation accords with relevant RYA guidelines and does not compromise the standard, quality and integrity of the schemes.
- Appointments to voluntary positions with CMYC will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role. CMYC has no paid employees.
- CMYC reserves the right to discipline any of the members, qualification holders, appointees or volunteers who practise any form of discrimination in breach of this policy. This is in line with the 11a in the club's articles.
- The effectiveness of this policy will be monitored as part of the process of ongoing reviews by the Club's General Committee.
- If you have a complaint or issue associated with this policy, please report it to a member of the CMYC committee.