

# Equality, Diversity and Inclusion

**CASC is affiliated to Swim Ulster and Swim Ireland. We adhere to Swim Ireland, Swim Ulster and Sport NI Equality Standards.**

In line with these CASC policy is to provide equality of opportunity and inclusion to all irrespective of (as competitors, officials, coaches and administrators):

- Age
- Disability
- Gender
- Gender Identity
- Marital and Civil Partnership status
- Pregnancy and maternity
- Race
- Religion or belief or absence of religion or believe
- Political Opinions
- Sexual orientation

We believe that every member has the right to be valued and treated with respect and dignity.

CASC code of conduct includes the club's commitment to address equality, diversity and inclusion in swimming. To this end the club will not tolerate discrimination on the grounds set out above and the use of:

- Harassment
- Bullying
- Abusive or insensitive language
- Inappropriate behaviour detrimental to any individuals or groups of individual

CASC is committed to:

- To comply with relevant legislation by ensuring its members, volunteers and coaches meet the minimum standards of behaviour and conduct in relation to how they treat their members and other people they have contact with as part of their role with PASC.
- To make adjustments to meet the needs of disabled employees and volunteers where practicable to do so.
- To regularly review the policy and its practical application and to make any updates to continue to work towards identifying and eliminating any discriminatory practices.
- To provide members, volunteers and coaches with the appropriate information, via this Policy, on diversity and inclusion within PASC.