

ANTI-DISCRIMINATION POLICY

1. AIMS

- 1.1 This policy aims to provide parameters within which BSA Clubs and societies must operate, in order to provide an inclusive environment for all Members.
- 1.2 This policy works to prevent unlawful discrimination or vilification within BSA Clubs and societies.

2. PLATFORM

- 2.1 Discrimination – both direct and indirect – and vilification is unacceptable and will not be tolerated by the BSA under any circumstances.
- 2.2 Discrimination involves treating a person less favourably in the same or similar circumstances to another person, on the basis of, but not restricted to;
 - Sex or gender
 - Relationship status
 - Pregnancy
 - Parental status
 - Age
 - Race
 - Impairment
 - Religious belief or religious activity
 - Political belief or political activity
- 2.3 Vilification is behaviour that incites or encourages hatred, serious contempt, revulsion or severe ridicule against another person, or group of people on the basis of, but not restricted to, any item listed in 2.2
- 2.4 Victimization or harassment of persons suspected of making a complaint will not be tolerated by the BSA under any circumstances
- 2.5 Cultural diversity should be recognised and respected as an asset and should not be feared. Culture reflects both the similarities that unite us as human beings and the differences that characterise our upbringing – variations in ethnic background, language, class, gender, socio-economic status, country of origin, regional differences, religious beliefs, sexual orientation and age.
- 2.6 Clubs and Societies, while operating under their own constitution, must also operate within the constraints of the BSA constitution and policies.

3. ACTIONS

- 3.1 Any reports of discrimination, vilification, or victimisation, made to BSA staff will be taken seriously and investigated promptly, confidentially and impartially.
- 3.2 BSA will not tolerate discrimination and vilification and may take disciplinary action in response to any substantiated claims.
- 3.3 BSA will offer support to all parties involved and, where appropriate, offer mediation.
- 3.4 If an individual is found to be operating in conflict with this policy, their own Constitution and/or the Constitution of the BSA, termination of Club Membership may result
- 3.5 If a Club or Society is found to be operating in conflict with this policy, their own Constitution and/or the Constitution of the BSA, disaffiliation may result.