

## UK Ultimate Equity Policy

*UK Ultimate Ltd* aims to ensure that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in Ultimate at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, manager, administrator or spectator.

It is the aim of *UK Ultimate* to ensure that all present and potential members/employees of *UK Ultimate* receive fair treatment. It is the aim of the organisation to provide all its services in a way that is fair to everyone. It is the aim of the organisation, in its relationships with its members/employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

In pursuance of this policy, *UK Ultimate* may take special measures/positive action in favour of any group that is currently underrepresented in its membership, representative bodies or workforce. In this it will take account of the Race Relations Act 1976, Equal Pay Act 1970, Sex Discrimination Acts 1975, 1986 and 1999, Disability Discrimination Act 1995, Rehabilitation of Offenders Act 1974 and Human Rights Act.

In pursuance of this policy, *UK Ultimate* reserves the right to discipline any of its members/employees who practise any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.

*UK Ultimate* will monitor and evaluate this policy on an ongoing basis and inform the members/employees of its impact.