

## **Cobras Basketball Club Diversity, Equity, Inclusion, and Anti-Discrimination Policy**

Cobras Basketball Club adopts Basketball England's DIVERSITY, EQUITY, INCLUSION, AND ANTI-DISCRIMINATION POLICY.

### **Participant and Staff Obligations**

#### **All Participants and Staff shall:**

- Act in a way that does not subject any others to Discrimination (including Direct or Indirect Discrimination), Harassment, or Victimisation.
- Act in accordance with this Policy as in place from time to time.
- Abide by all Applicable Laws.
- Abide by all Basketball Rules.
- Act in accordance with any other requirements and instructions which Basketball England reasonably imposes in connection with any DEI obligations imposed on Basketball England at any time.
- Undertake, or refrain from undertaking, such acts as Basketball England requests so as to enable Basketball England to comply with and deliver its DEI obligations and strategy.

### **Equal Opportunities**

#### **Basketball England will take all reasonable steps to:**

- Promote DEI awareness within Basketball.
- Provide training on aspects of DEI.
- Apply the principles of equity to all Staff and all job applicants so that there is equality of opportunity. Basketball England's aim is that no individual is denied employment opportunities for reasons unrelated to ability.
- Establish programs and processes that ensure a diversity of candidates at all career stages beginning with recruitment, including the development and promotion of talent through to the appointment of senior leadership.
- Implement all internal policies and procedures (on a fair and impartial basis). ● Create an inclusive environment and culture that is sensitive to the needs of Participants and Staff of differing cultures, religions, and beliefs.
- Endeavour to ensure that all environments are free from Discrimination, Harassment, Victimisation, or bullying.

### **Discrimination**

**Participants and Staff must not unlawfully discriminate against, harass, or victimise other people.**

**The following forms of Discrimination are prohibited under this Policy and are unlawful:**

- **Direct Discrimination:** treating someone less favourably because of a Protected Characteristic.
- **Indirect Discrimination:** a provision, criterion, or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified.
- **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for them.
- **Victimisation:** retaliation against someone who has reported a Concern or has supported someone else's Concern about Discrimination or Harassment. This includes where someone mistakenly believes that the person victimised has done so.
  - **Disability Discrimination:** this includes Direct Discrimination and Indirect Discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

## **How to Report Discrimination**

**If you have been the victim of Discrimination, or have witnessed an incident you must report the Concerns within 48 hours or in the case of a Sunday fixture by 12.00pm on Tuesday to the Integrity Team via email or the Website at:**

**integrity@basketballengland.co.uk or [Basketball England Integrity Report](#). All**

**Concerns will be treated in confidence and investigated as appropriate. Basketball**

**England encourages the reporting of all types of potential Discrimination.**

**Basketball England will take all Concerns seriously and those reporting will not face disciplinary action for raising a Concern if it proves to be unfounded or does not merit action, provided the Concern was raised in good faith and not maliciously. However, making a false allegation in bad faith, or that is known to be untrue, will be treated as misconduct and dealt with under the Disciplinary Code.**

**Victimisation and/or any form of retaliation against those reporting a Concern is not tolerated by Basketball England and must be reported to the Integrity Team. If a Concern arises "out of hours", it must be reported (via the Website or the email address above) to the Integrity Team immediately and within 48 hours. If the person is in immediate danger, call 999 for local Police.**