



**Equality, Diversity
and Inclusion Policy
(2022)**



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Document Details

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Glossary of Terms and Abbreviations

Below is a list of terms and abbreviations used throughout this document:

Term	Description	Abbreviation
Softball Connacht Munster	Regional Committee for the sport of softball in the province of Connacht & Munster	SCM
Softball Galway	Regional committee for the sport of softball in Galway	SG
Softball Ireland	National Governing Body for the sport of softball on the island of Ireland	SI
Club	Single and multi-team playing organisations	-
Team	Any team registered in any Softball Galway league or competition	
Player	Any registered member of Softball Galway, Softball Connacht Munster or Softball Ireland who participates in all or part of a league, championship or tournament.	-
Member	Any registered member of Softball Galway, Softball Connacht Munster or Softball Ireland.	-
Official	Any person officiating a game (e.g. Umpire) under the regulation of Softball Galway, Softball Connacht Munster or Softball Ireland	-
Regions	Refers to the regional associations on the island of Ireland (SCM / SL / SU)	-
Under 18	Any player under the age of 18 years	U18
General Data Protection Regulations	Data protection laws within Ireland and the EU	GDPR
Data Protection Act (2018)	Data protection laws within the UK	DPA



Introduction

Softball Galway is committed to encouraging equality, diversity and inclusion among our members and volunteers, and eliminating unlawful discrimination.

It is our policy to provide equality of opportunity to all, irrespective of:

- Gender, including gender identity
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All members, teams, clubs, officials and volunteers will be treated fairly and will not be discriminated against on any of the above grounds.

Our equal opportunities policy applies to all members, teams, clubs, officials and volunteers to help all those in our organisation to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources of available within our organisation.

Equality Commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting an enjoyable sporting environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate, ensuring equity of opportunity
- Regarding all breaches of equal opportunities policy as misconduct which will be dealt with through the organisation's normal procedures.

This policy will be made available to all members and those volunteering for SG.



The effectiveness of our equal opportunities policy will be reviewed at least every three years and action taken as necessary.

Implementation

The Softball Galway Committee, including the Chair and Secretary, have specific responsibility for the effective implementation of this policy. Each member of the Committee also has responsibilities, and we expect all our members, teams, clubs, officials and volunteers to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy, we shall:

- Communicate the policy widely
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into role descriptions and objectives of volunteers
- Provide equality training and guidance as appropriate to volunteers
- Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation, its members, teams, clubs and volunteers.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

Monitoring and Review

The effectiveness of our equal opportunities policy will be reviewed regularly, and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

Complaints

Any member who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures - see the SG Complaints Procedure (2018) document for more information. All complaints of discrimination will be dealt with seriously, promptly and confidentially.



Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal or a ban from participating in the sport of softball in Galway.



Appendix 1: Further Information

The **Equality Commission** can provide advice and guidance on promoting equality of opportunity in the workplace and further information on a range of equality issues. Their information and advice to employers, service providers and individuals is free and confidential. They also provide training for employers and service providers.

Enquiry Line: 028 90 890 890 (for all information & advice enquiries)

Tel: 028 90 500 600 (Reception/Switchboard) Textphone: 028 90 500 589

Fax: 028 90 248 687

Email: information@equalityni.org

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