

## 1. Statement of Equal Opportunities

- 1.1. The British Association of Sport and Exercise Sciences (BASES and/or the Association) is committed to the achievement of equality of opportunity in dealing with its members and in its employment policies. This includes ensuring equality of opportunity in academic and professional training, accreditation procedures and to users of sport and exercise science services.
- 1.2. BASES aims to ensure that no members, employees, job applicants, office holders, volunteers, consultants or members of committees and panels or participants in research (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including ethnic or national origin, nationality and/or colour), religion or belief, sex or sexual orientation (together the "Protected Characteristics").
- 1.3. In addition, the Association recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.
- 1.4. BASES is committed to working towards appropriate procedures that can be used by individuals if they believe they have been unjustly treated with respect to the terms of this Equal Opportunities Policy.
- 1.5. Internally, BASES is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. Equality will also be promoted as part of BASES's behaviour and values. In particular, this policy applies to all aspects of employment with the or by the Association, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures and termination of employment. Overall responsibility for the implementation and monitoring of the Equal Opportunities policy rests with the Board of the Association.
- 1.6. This policy sits alongside all other BASES policies, codes and regulations including, but not limited to, the Code of Conduct and the Safeguarding and Welfare Policy. This Policy does not form part of any BASES's employee's contract of employment, however, and BASES may amend it at any time.
- 1.7. All Members of BASES have the responsibility to ensure they comply with this Equal Opportunities Policy. More specific responsibilities fall upon the Board, as detailed below.
- 1.8. Adherence to this Equal Opportunities Policy will be managed through the Disciplinary Policy.

## 2. The Association's Legal Obligations

- 2.1. The Association recognises that unlawful discrimination is unacceptable and prohibited. Unlawful discrimination can take the following forms:
  - (a) Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
  - (b) Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can adversely affect individuals with a particular Protected Characteristic more than others, and is not objectively justified.

- (c) Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic and/or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. The Association is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
- (d) Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- (e) Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.
- (f) Disability Discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and a failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

- 2.2. The Association takes a strict approach to breaches of this policy and regards discrimination, harassment, disability discrimination, bullying or victimisation, as described above, as serious misconduct. All complaints against Members and Stakeholders will be taken seriously and appropriate measures, which may include disciplinary action being brought against any Member or Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

## 3. Purpose and Scope of the Policy

- 3.1. This policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in any aspect of activity carried on and organised by the Association.
- 3.2. Equality is about respecting people's individuality. In doing so the Association recognises that this Policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate in the activity carried on by the Association without prejudice or unnecessary barriers.
- 3.3. The Equal Opportunities Policy is divided into sections based on the areas of significant activity within the Association. BASES will work proactively to ensure equality of representation and outcomes.

## 4. Areas of Responsibility and Significant Activity

### Positions of Responsibility on Board and Division Committees

- 4.1. All committees, including the Board, will endeavour to ensure that the views and interests of all Stakeholders are sought and represented (via consultation and discussion with Stakeholders, when practicable). This includes the

consideration of positions of responsibility on the Board and Division Committees.

### **Meetings and Conferences**

- 4.2. The Association will strive to ensure, so far as it is able to, that:
  - 4.2.1. Access to meetings and conferences is inclusive.
  - 4.2.2. It actively seeks speakers at conferences and workshops from a representative mix of Stakeholders and Members of the Association.
  - 4.2.3. Topics selected for conferences and workshops reflect the diversity and constituency of Members of the Association and various Stakeholders.
  - 4.2.4. Egalitarian language and images are used in all the presentations at conferences and workshops and in the Association's publications and publicity and members are encouraged to do the same.

### **Honours and Awards**

- 4.3. The Association will strive to ensure that:
  - 4.3.1. There are systematic procedures and clear criteria for selecting people for honours and that these criteria are known and explicit to all Members and do not incorporate any criteria that might exclude any applicant based on any of the Protected Characteristics.

### **Journal of Sports Sciences (JSS)**

- 4.4. The Association will encourage the JSS Editorial Board to:
  - 4.4.1. Use an appropriate review process.
  - 4.4.2. Publish articles that reflect all Divisions of the Association and Stakeholders.
  - 4.4.3. Monitor the above and consider the reasons for any imbalances.
  - 4.4.4. Require authors to use egalitarian language in all articles accepted for publication.

### **The Sport and Exercise Scientist**

- 4.5. The Association will require The Sport and Exercise Scientist Editorial Advisory Board to:
  - 4.5.1. Publish articles that reflect all Divisions of the Association and Stakeholders.
  - 4.5.2. Monitor the above and consider the reasons for any imbalances.
  - 4.5.3. Require authors to use egalitarian language in all articles accepted for publication.

### **Individual Members**

- 4.6. It is the responsibility of each individual Member to ensure that:
  - 4.6.1. They comply with all Policies of the Association from time to time in place.
  - 4.6.2. Association members should ensure that participants in research, employees or job applicants should not receive less favourable treatment on the grounds of the Protected Characteristics or requirements which cannot otherwise be justified.

## **5. Monitoring**

The Association will:

- 5.1.1. Maintain accurate and current records as required by legislation or as good practice
- 5.1.2. Annually consult with Divisions to consider how well the policy is being implemented, and to annual review its content.

## **6. Implementation**

- 6.1. This document outlines the stated intentions of the Association:

6.1.1. Provide advice and training where necessary.

6.1.2. Produce guidelines on, and implement a complaints procedure (BASES Disciplinary Policy).

## **7. Review of Policies and Procedures**

- 7.1. The policy will be reviewed on the first anniversary of its adoption and every two years hereafter. The purpose of each review will be to ensure that the Equal Opportunities Policy remains appropriate to the aims of the Association.
- 7.2. The Association will seek advice each time this Equal Opportunities Policy is reviewed to ensure it continues to reflect the current legal framework and good practice as the professional body for Sport and Exercise Sciences.