



5 EQUAL OPPORTUNITIES POLICY

5.1 POLICY STATEMENT

KMAA treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals. We strive to ensure that this belief is embodied in the way we provide services, in our organisations practices, and how we interact with our members/other clubs/our classes/in the community etc.

We will work to eliminate unlawful discrimination and promote equality of opportunity and good relations. KMAA will not discriminate against any individual on grounds of age, gender, ethnic origin, nationality, religion, sexuality, marital status or disability etc.

5.2 KEY OBJECTIVES

To achieve and maintain these standards, KMAA will:

- Embody these beliefs such that equal opportunity is at the heart of each event organised;
- Provide clear information on KMAA's position, including individual's rights to access them, with respect to equal opportunities;
- Expect all its membership, instructors, students, and partners/agencies to take action to challenge and oppose harassment of individuals and local people on grounds of age, gender, ethnic origin, nationality, religion, sexuality, marital status or disability;
- Ensure that fair and equal access to our services is monitored;
- Raise awareness of, and promote, the diversity of martial arts; and strive to meet the diversity of needs of different communities;
- Monitor the application of these principles against legislative requirements, our published policies and objectives and the Commission for Racial Equality Standard.