



Correspondence address: Room 11F07B, Sports Centre, University of Ulster, Jordanstown, BT37 0QB
 Email www.GNItechnical@yahoo.com

We, Gymnastics Northern Ireland

1. Declare that all of our members have the right to be treated with dignity and respect and the right to work in a good and harmonious environment that is free from unlawful discrimination or harassment on any of the following grounds:

Sex	Pregnancy or maternity	Gender reassignment
Marital or Civil partnership status	Religious or similar philosophical belief	Political opinion
Racial group	Sexual orientation	Disability
Age		

2. Declare that we condemn all acts of unlawful discrimination and harassment and that we are committed to ensuring that any such acts that are carried out by one member against another will be vigorously opposed by us both.
3. Declare that we will deem all acts of unlawful discrimination or harassment to be acts of misconduct which may warrant dismissal.
4. Declare that we will take all reasonable steps to promote a good and harmonious working environment in which all persons are treated with dignity and respect and in which no person is subjected to unlawful discrimination or harassment on any of the grounds listed above.
5. Declare that we will endeavour to ensure that our organisations policies and practices do not unreasonably exclude or disadvantage those of our members who have disabilities. To this end we will comply with the duty to make reasonable adjustments that is imposed on us in relation to such persons.
6. Declare that we are committed to ensuring that no member is victimised (i.e. discriminated against or harassed) in retaliation for their having exercised their rights under the anti-discrimination laws, or for assisting other persons to exercise those rights.



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Action

The company will issue this declaration to each member of staff, and will also display the declaration in prominent positions within the organisations premises and on the organisations intranet.

Review

The organisation will keep the effectiveness of this declaration under constant review and will consult with the members about any changes which may be required in the future.

Signed on behalf of:

The Organisation by:

Date:
