

# Model Diversity, Inclusion and Equality Policy for Clubs

## Purpose

XXXXXXX Bridge Club is committed to creating a welcoming, inclusive, and respectful environment for all members, visitors, and volunteers. We support the principles of diversity, inclusion and equality as outlined by the EBU and YCBA.

## Our Commitment

We aim to:

- Treat everyone with dignity and respect at all times, regardless of gender, age, race, disability, ethnic origin, sexual orientation, religious or political belief or social class.
- Promote equal access to bridge and club activities for all.
- Make reasonable adjustments to accommodate members with disabilities or additional needs.
- Foster a culture where everyone feels safe, valued, and able to participate fully.

## Behaviour Standards

We expect all members and visitors to:

- Follow the EBU's *Best Behaviour at Bridge* guidelines.
- Avoid discriminatory language or behaviour.
- Report any concerns about exclusion, harassment, or unfair treatment to the club committee.

## Concerns and Complaints

Any concerns about discrimination or exclusion can be raised confidentially with the Club Chair or Secretary.

We are committed to the prompt investigation of any complaints of discrimination. Any complaints should be brought to the attention of the Chair or the Secretary by email. Complaints will be dealt with in an impartial manner and where the complainant is dissatisfied with any decision there will be a right of appeal.

## Review

This policy, which is reflected in the Constitution of our Club, will be reviewed annually or in response to changes in legislation or guidance from the EBU or YCBA.