



LAKE ZURICH MAULERS YOUTH RUGBY CLUB

EQUAL OPPORTUNITIES POLICY

1. Policy Statement

The Lake Zurich Maulers Youth Rugby Club ("the Club") is committed to the **fair, respectful, and equal treatment of all participants**. We believe rugby should be accessible to everyone and that discrimination of any kind has no place in our club or in the game.

The Club will not tolerate discrimination, harassment, or exclusion on the basis of age, race, color, ethnicity, national origin, sex, gender, gender identity or expression, sexual orientation, religion or belief, disability (including physical, sensory, learning, or mental health conditions), socioeconomic background, family status, or any other characteristic protected by applicable law.

2. Key Principles

The Club's Equal Opportunity Policy is built on the following principles:

- A commitment to equality, fairness, and inclusion in all club activities
- Ensuring that the club's culture, practices, and decision-making are free from bias and discrimination
- Recognizing the unique abilities, needs, and contributions of every individual
- Upholding the right of every person to be treated with dignity and respect

3. Club Responsibilities

The Club will:

- Promote equal opportunities across all areas of participation, including training, selection, coaching, volunteering, and leadership
- Review and update club policies to remain aligned with applicable laws and governing-body guidance
- Implement required policy changes issued by relevant rugby or youth sports authorities
- Take reasonable steps to remove barriers to participation where safe and appropriate



4. Awareness & Communication

The Club will ensure that players, parents, coaches, and volunteers are made aware of this policy. Club leadership and coaches actively support and endorse the principles outlined herein. Expectations regarding respectful behavior are clearly communicated and reinforced.

5. Reporting & Response

The Club support the principles of equal opportunity and inclusion and will take appropriate and timely action in response to any reports of: discrimination, harassment, bullying, abusive or inappropriate language or conduct. All concerns will be handled seriously, fairly, and confidentially with athlete welfare as the top priority. Retaliation against anyone who raises a concern is strictly prohibited.

6. Conduct Expectations

All individuals involved with the Club are expected to:

- Treat others with respect and fairness
- Support an inclusive and welcoming environment
- Refrain from discriminatory or abusive behavior
- Model the values of rugby both on and off the field

Failure to comply with this policy may result in disciplinary action, up to and including removal from club activities.

7. Further Guidance

Families seeking additional information on equality, inclusion, and youth protection standards may consult recognized national and international equality and human rights resources such as the EHRC at www.equalityhumanrights.com.

8. Commitment Statement

By participating in the Lake Zurich Maulers Youth Rugby Club, all members agree to uphold the principles of equal opportunity, inclusion, and respect. Rugby is a game for everyone.

9. Policy Review

This policy will be reviewed annually or as required by the Club Board of Directors.