Richmond Gymnastics Association
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DOCUMENT CONTROL

DOCUMENT AUTHOR

The author of the Discrimination, Harassment, Bullying & Victimisation policy is the RGA Management Team

DOCUMENT LOCATION

Richmond Gymnastics Association\Richmond Gymnastics Association Team Site - Documents\Shared\Policies

DOCUMENT HISTORY

The following versions of the document have been produced.

Version	Description of Change	Date
V1.0	Baselined document (Final)	01/2018
V1.0	Reviewed with no changes	11/2019
V1.0	Reviewed with no changes	08/2022
V1.0	Reviewed with no changes	08/2023
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V2.0	Updated	08/2026

DOCUMENT APPROVALS

The following individuals have been identified as approvers of the Discrimination, Harassment, Bullying & Victimisation policy.

Name	Role	Date
Salme Naylor	Director of Coaching	08/2026
Melanie Sanders	Operations Manager	08/2026
Tracey Brown	GfA Manager & welfare officer	08/2026
Chris Brockbank	Board member	08/2026

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Discrimination, Harassment, Bullying and Victimisation Policy

The Association regards acts of discrimination, bullying, harassment, or victimisation as serious issues.

Discrimination

Direct Discrimination:
Treating someone less favourably than another person because of a Protected Characteristic.

Indirect Discrimination:
An action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

Associative Discrimination:
Direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

Discrimination by Perception:
Direct discrimination against someone because others think they possess a particular Protected Characteristic.

Discrimination arising from Disability:
Treat someone unfavourably because of something connected with their disability

Harassment

Harassment:
Unwanted or offensive conduct directed at oneself or another person.

Harassment by a third party:
The Association is potentially liable for harassment of their staff by people not employed by them.

Bullying

Offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate, or injure the person on the receiving end.

Victimisation

Treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

RGA Responsibilities

The Association will promote the highest standards and will:

- Not discriminate against any person because of protected characteristics'
- Ensure RGA staff are able to recognise, identify and respond to signs of discrimination, harassment, bullying and victimisation relating to children, young people and vulnerable adults
- Show a duty of care and diligence in supporting participants who have experienced discrimination, harassment, bullying, or victimisation
- Ensure robust systems are in place to manage any concerns or allegations
- Support whistle blowers and take steps to ensure members, their parents / carers and others feel able to raise concerns without fear of negative repercussions
- Conduct enquiries into any reported matter and take action to resolve it.

Participants who are found to have discriminated against, harassed, bullied, or victimised any other participant, will be dealt with appropriately, through the RGA Disciplinary Procedure.

RGA has a zero-tolerance attitude to members of the public, or members of RGA being abusive towards RGA staff or Board members.

The RGA Discrimination, Harassment, Bullying and Victimisation Policy will be regularly reviewed by the Trustees and updated as necessary.