



Registered Charity Number: 1189761

## Equality and Diversity Statement and Code of Conduct.

**Equality and Diversity Statement:** SEAS is committed to equality of opportunity and aims to ensure that all present and potential participants, instructors and volunteers are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

*Please note that internationally recognised maritime terminology may be used during SEAS activities.*

**Code of Conduct:** SEAS expects everyone to show respect and understanding to each other, treat everyone equally and conduct themselves in a way that reflects the principles of SEAS.

Abusive, aggressive or discriminatory language or behaviour, or a lack of respect for other people or property, will not be tolerated. Misconduct should be reported to the trustees and may lead to disciplinary action.

Everyone at SEAS is expected to:

- Treat everyone with respect and understanding, regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation.
- Avoid the use of language that others may find offensive or upsetting.
- Prioritise the safety and wellbeing of participants.

- Promote courtesy to others at all times.
- Use the procedures where there is a genuine concern or dispute.
- Recognise the contribution of volunteers and instructors.

SEAS participants can expect to feel welcome and valued, to be respected and treated fairly, to be listened to and kept informed, and be involved and contribute towards decisions within SEAS.

Date: February 2021.

*Document Owner: SEAS Sailability*  
*Document approved by: SEAS Sailability*  
*Date Policy approved: Mar 2021*  
*Next review Date: Jan 2023*  
*Next review Date: Jan 2025*  
*Next review Date:*  
*Next review Date:*