



## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

We, at the English Ice Hockey Association (EIHA), are committed to providing an environment which seeks to encourage an open and diverse community. This is reflected in our values and behaviours where we respect the rights and dignity of all people whatever their background.

By consistently living our values we seek to eliminate those things that undermine or are harmful to anyone involved in the activities of the EIHA. We therefore believe that unlawful discrimination, intimidation, or harassment of anyone connected with the EIHA, specifically related to their race, religion or belief, age, gender reassignment, sex, sexual orientation, disability, marital or partnership status or maternity and pregnancy cannot be tolerated. In addition, we strive to advance equality of opportunity and foster good relations between all people within the EIHA. As an organisation we will provide an environment where people can address and debate differences and constantly reflect on practices.

The EIHA recognise that our business practices, decisions, and actions have the potential to impact disproportionately on certain groups or individuals and will therefore review relevant key policies and practices as well as major business changes. The EIHA will constantly reflect on our activities and be open and transparent about changes that have a major effect on our members.

The EIHA aspire to be recognised by our communities and nationally, as an organisation that leads the way in publicly promoting the value of diverse cultures and our belief that these different experiences make our organisation a better place to play the sport, we all love.

The aims and objectives of this policy will be addressed throughout all workings within the EIHA.

The EIHA is committed to regular review of its policies and procedures. Overall responsibility for this policy and its implementation lies with: Barrie Archer

Adopted on

04/05/2021

Last reviewed

04/05/2021