

TAO Equal Opportunities Policy

1. INTRODUCTION

The TAO is committed to the principles of equality of opportunity and will strive to ensure that anyone participating in the Li system of Health and Martial Arts has open access to participate and does so in a discrimination-free environment.

The TAO will work to raise awareness of equality throughout the TAO, and will continually monitor its methods, activities and resource materials and challenge assumptions and preconceptions

2. STATEMENT OF POLICY

- The TAO will respect the equal rights, dignity, worth and right to self-determination of every human being who is part of or associated with the Organisation.
- The TAO aims to ensure that no member, participant or instructor receives less favourable treatment on the grounds of their race, colour, nationality, religion, ethnic or national origins, age, gender, marital status, sexual orientation or disability.
- Any individual who believes they or another member have received unfavourable treatment within the scope of this policy should raise their concern in line with TAO grievance procedure. No individual who raises a concern in good faith should be treated unfairly as a result of raising their concern.

3. RESPONSIBILITIES

The Committee has overall responsibility for monitoring the procedures and policies of the Organisation to ensure that they are working to promote equality and to keep in line with current legislation.

As part of the ongoing support for Instructors, the TAO will

- ensure Instructors are aware of current policies, and
- inform them of changes of policy within the TAO or new responsibilities arising from changes in equal opportunities legislation, and
- provide information on sources of training necessary to their implementation.

Each Instructor has responsibility for ensuring that the policy principles are implemented in the clubs and any weekend courses that they run. The Committee has that responsibility in relation to residential courses.

4. VULNERABLE ADULTS

A vulnerable adult is defined as any person aged 18 or over who is or may be:

- in need of assistance by reason of mental, physical or learning disability, age or illness, and
- unable to take care of him or herself or unable to protect him or herself against significant harm or serious exploitation which may be occasioned by the actions or inactions of other people.

The Organisation through its officers and Instructors aims where possible to provide vulnerable adults who wish to participate with a physically safe and emotionally protected environment in which to explore the Taoist Arts. Instructors are required to liaise with carers as appropriate and give particular thought to provision for their health and safety. Depending on the circumstances of the individual it may be appropriate to invoke relevant aspects of the child protection policy.