



***International Optimist
Class Association (UK)***



IOCA UK Equality Policy

Updated 8 December 2025	Review date December 2026

IOCA UK Equity Policy

**We use the term "Equity" as this goes a step further than "Equality". The term "Equity" aims to promote the idea that individual people sometimes might need an additional helping hand to get the things that they need to feel as though they belong to a particular community – which could be described as "breaking down systemic barriers". Whereas equality only suggests that people should get the same treatment regardless of their individual circumstances.*

IOCA UK respects the rights, dignity and worth of every person and will treat everyone equitably within the context of our sport, regardless of religion or belief, gender reassignment, sexual orientation, sex, pregnancy & maternity, marriage & civil partnership, disability, race, and age.

For Scotland, Socioeconomic Status is classed as an additional.

IOCA UK is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, victimisation, intimidation, harassment and abuse. We will deal with any incidence of discriminatory behaviour seriously, according to our disciplinary procedures and will ensure that equity is incorporated across all aspects of our development.

IOCA UK acknowledges and adopts the following UK Sport statement for sports equality:

"Equality is about recognising and removing the barriers faced by people involved or wanting to be involved in sport. It is about changing the culture of sport to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of sport".

IOCA UK will ensure that anyone accessing the sport will be:

- o Able to participate to the full extent of their own ambitions and abilities
- o Assured of an environment in which their rights, dignity and individual worth are respected

- o Assured of participating in an environment in which individual differences and the contributions of all participants are recognised and valued.

All IOCA UK members have a shared responsibility to challenge any discriminatory language or behaviour and promote a fair and equitable environment for all.