



## **Equality and Diversity Policy**

Mercia Tang Soo Do (MTSD) is dedicated to encouraging a diverse and inclusive culture that both recognises and develops the potential of all our members.

Our aim is to ensure that all our members are respected, valued and given equal opportunity within our organisation. We will promote diversity and eliminate discrimination.

MTSD will remain proactive in taking steps to ensure inclusion and engagement for all our members, our Clubs and those that partner with us. This includes promoting equality and diversity for all people and not to provide less favourable treatment on the grounds of:

- Age
- Disability
- Ethnicity (including race, colour and nationality)
- Sex
- Gender reassignment
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity

MTSD is opposed to all forms of unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a protected characteristic, harassment and victimisation.

This Equality and Diversity Policy reinforces our commitment to equality and diversity in all our activities promoting inclusive processes, practices and culture.

It is fully supported by the MTSD Committee and applies to all our members, our Club and those with whom we work in partnership.