

RYA EQUALITY POLICY

RYA平等政策

Objectives

目标

- To make boating an activity that is genuinely open to anyone who wishes to take part.
使所有船只类活动成为真正面向每一个希望参与其中的人的活动。
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
对于任何能力和任何期待的每个人，都能够给其提供能够享受运动的机构或组织。
- To ensure that the RYA's services, including training schemes, are accessible to all, including those who have been under-represented in the past.
确保RYA给出的服务，包括培训计划，都是面向每个人的，包括那些在过去没有被充分代表的人群。

Policy Statement

政策申明

The Royal Yachting Association is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees 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.

英国皇家游艇协会，致力于机会均等原则，旨在确保所有现有和潜在的参与者，成员，教官，拥护者，官方人员，志愿者和员工，无论性别，年龄，残疾，种族，宗教或信仰，性取向，怀孕和生育，婚姻和民事伴侣关系，性别从重新分配和社会地位的人，都在公平和平等的基础上得到公平的对待。

Implementation

实现

- The RYA encourages its affiliated clubs and organisations and its recognised training centres to adopt a similar policy, so that they are seen as friendly, welcoming and open to all.
RYA鼓励附属的俱乐部和组织及其认可的培训中心采取类似的政策，以使他们被视为友好，热情和对所有人开放。
- Appointments to voluntary or paid positions with the RYA will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
根据个人的知识，技能和经验以及该职位所需的能力，对RYA的自愿或有偿职位的任命。
- The RYA will relax regulations in relation to RYA training schemes which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of schemes and assessments are not compromised.
如果计划和评估的标准，质量完整性不受影响，RYA将放宽与RYA计划相关的法规，这些法规可能会抑制需求的参加者的表现。

- The RYA reserves the right to discipline any of its members or employees who practise any form of discrimination in breach of this policy.
RYA保留对任何违反本政策实施任何形式歧视的会员或员工进行纪律处分的权利。
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis.
将持续监控和评估该政策的有效性。

Approved by RYA Board

由RYA董事会批准

28 June 2012

2012年6月28日