

IQHA Equality and Diversity

AMERICAN
QUARTER
HORSE
AFFILIATE

FEQHA
FEDERATION OF EUROPEAN
QUARTER HORSE ASSOCIATIONS

HORSE SPORT
IRELAND

WRI
Western Riding Ireland

FEI

1. Introduction

The Irish Quarter Horse Association (IQHA) is committed to promoting equality, diversity, and inclusion in all aspects of its operations. We believe that every individual should be treated with dignity and respect, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. This policy outlines our commitment to fostering a fair and inclusive environment within the IQHA and sets out the responsibilities of all members, employees, and volunteers in upholding these principles.

2. Scope

This policy applies to all individuals involved with the IQHA, including members, employees, volunteers, contractors, and participants in IQHA events and activities.

3. Policy Statement

3.1. Non-Discrimination

The IQHA is committed to providing equal opportunities and ensuring that no individual is discriminated against based on any protected characteristic as outlined in the Equality Act 2010. We will not tolerate any form of direct or indirect discrimination, harassment, victimization, or bullying.

3.2. Equality of Opportunity

The IQHA will provide equal opportunities to all individuals involved with the organization. This includes but is not limited to recruitment, selection, training, promotion, and access to benefits, facilities, and services.

3.3. Inclusive Environment

We strive to create an inclusive and welcoming environment where diversity is valued and celebrated. We will actively challenge any behavior that undermines inclusivity and work towards fostering an atmosphere of respect and understanding.

3.4. Reasonable Adjustments

The IQHA recognizes the importance of making reasonable adjustments to accommodate the needs of individuals with disabilities or other specific requirements. We will make every effort to ensure that appropriate adjustments are made to enable participation and access to our services, events, and activities.

3.5. Training and Education

The IQHA is committed to providing training and educational opportunities to enhance awareness and understanding of equality, diversity, and inclusion. We will regularly review and update our training programs to ensure they remain relevant and effective.

3.6. Reporting and Complaints

Any incidents of discrimination, harassment, victimization, or bullying should be reported promptly. The IQHA will investigate all complaints thoroughly, ensuring confidentiality and impartiality. Appropriate action will be taken against individuals found to have breached this policy.

4. Responsibilities

4.1. IQHA Members

All IQHA members are expected to familiarize themselves with and comply with this policy. Members should actively promote equality, diversity, and inclusion and report any concerns or incidents in accordance with the reporting procedures outlined by the IQHA.

4.2. IQHA Employees and Volunteers

Employees and volunteers have a responsibility to adhere to this policy, actively promote equality and diversity, and ensure their actions and behaviors align with the principles outlined herein. They should report any incidents or concerns through the appropriate channels provided by the IQHA.

4.3. IQHA Management

The IQHA management has the responsibility to implement and monitor this policy, ensuring compliance and promoting a culture of equality, diversity, and inclusion. They should lead by example and take appropriate action to address any breaches or issues that arise.

5. Review

This policy will be reviewed periodically to ensure its continued suitability and effectiveness. Any necessary revisions will be made in consultation with IQHA members, employees, and relevant stakeholders.

By adhering to this Equality and Diversity Policy, the IQHA seeks to create an inclusive and supportive environment where everyone feels valued, respected, and empowered to participate fully in all aspects of the organization's activities.