

Equality, Diversity and Inclusion (EDI) Policy

1.0 LGBTQIA+ Sports Cycling

GICC opposes all forms of unlawful discrimination. We operate as an inclusive cycling club, where GICC Members can engage in cycling as a sporting activity. We are intentionally not a social club, and a certain level of fitness is required to attend a GICC group ride. There are three categories of group ride that offer different sporting challenges. These categories are: 'Wee Jaunts', a 'Half Send', and a 'Full Send'. For details on these rides, see our GICC Guidance Document, which also contains our Code of Conduct. For further information, refer to our [GICC Club FAQs](#).

2.0 Protected characteristics

1. It is unlawful to discriminate against GICC Members because of sex, marriage or civil partnership, gender reassignment, pregnancy or maternity, sexual orientation, race (including national origin and nationality), religion or belief, disability, and age. These are known as "protected characteristics".
2. The law divides discrimination into four broad categories: direct discrimination, indirect discrimination, harassment, and victimisation.
 - (a) **Direct discrimination** involves treating a person less favourably because of a protected characteristic (for example not including an individual because of their race or sexual orientation). It includes discrimination because of perceptions or assumptions about a person's characteristics, even if these are incorrect (for example, not including an individual because they are assumed to be pregnant). It also includes discrimination because a person associates with someone who has a protected characteristic (for example, not including in a club an individual because they have a disabled child and making assumptions about their ability to commit to club activities). Direct discrimination cannot be justified (with the exception of age discrimination, in limited cases, that can lawfully be justified – i.e. in the instance of safeguarding a child).
 - (b) **Indirect discrimination** occurs when an apparently neutral provision, criterion or practice is applied across all groups, but this would put those with a particular protected characteristic at a particular disadvantage when compared with others who do not share this characteristic (for example imposing a requirement that candidates for inclusion be over six foot tall, which would particularly disadvantage women). Indirect discrimination will not be unlawful if it can be justified – e.g. in the instance of safeguarding.

(c) **Harassment** is unwanted conduct related to a protected characteristic or of a sexual nature which has the purpose or effect of:

(i) Violating an individual's dignity; or

(ii) Creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Harassment can occur through conduct by third parties as well as by GICC Members.

(d) Victimisation has a particular legal meaning and involves subjecting a person to a detriment because they have complained about discrimination or assisted somebody else in doing so.

(e) It is not normally an answer to an allegation of discrimination to say that the discrimination was not intentional or deliberate.

3.0 Disability discrimination and inclusive cycling

3. The legislation covering disability discrimination is complex. As well as the types of discrimination explained above, the law also makes it unlawful to treat a disabled person unfavourably because of something arising in consequence of their disability, unless this is justifiable. The law imposes a duty to make reasonable adjustments to accommodate the needs of the disabled person.

4. The group of people protected as "disabled" within the legislation is wider than you might think. It covers not just those with physical disabilities, such as people in wheelchairs, but also people with mental impairments and less obvious physical impairments (such as, for example, some forms of RSI and clinical depression). Depending on the circumstances, lack of knowledge that someone is disabled may not be a defence. You should always consider that an individual might have an impairment that counts as a disability without you knowing this.

5. GICC is an affiliated member of Scottish Cycling, and we regularly consult with Scottish Cycling to improve our activities. We are not experts on disability cycling, and defer to organisations that are. These include organisations such as [Sunny Cycles](#) based at Glasgow Green, [Wheels for All](#), or [Scottish Disability Sport](#). British Cycling has introduced [Limitless](#) providing useful resources and information on clubs in the UK that participate in the Limitless scheme. GICC is a new sports club and is currently not set up to provide schemes such as Limitless. As noted above, the group of people protected as 'disabled' is wide ranging, and GICC is committed to making reasonable adjustments for disabled members, wherever safe, practical and possible. Given the non-fee taking nature of the club and the volunteer status of its committee it may not be possible to make all adjustments and GICC reserves the right to provide information on other clubs and teams which may better suit your needs.