



# Andreas Racing Association Ltd

Company Number 002540C



## Statement on Equality

Andreas Racing Association (ARA) would like to draw attention to our *Equal Opportunities & Disability Policy*, which includes the following principles:

- ARA aims to ensure that all people irrespective of their age, gender, disability, race, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in motorcycle sport and leisure at all levels and in all roles. That is as a beginner, participant or competitor, and as a coach, manager, administrator, official or spectator.
- It is the aim of the ARA to ensure that all present and potential members/volunteers/employees of ARA receive equal and fair treatment.
- It is the aim of ARA to provide all its services in a way which is fair to everyone.
- In pursuance of this policy ARA reserves the right to discipline any members/employees/volunteers of ARA who practice any forms of discrimination on the grounds of a person's age, gender, disability, ethnic origin, creed, colour, social status or sexual orientation.

At one of the club's recent commercial track days, a member of the club, working as a paid contractor, fell well below this standard, a standard which we expect of everyone involved in organising and running ARA events, by making an abusive racist comment. The ARA committee have reviewed the details provided to us of the incident and have agreed the following sanctions to be applied to the individual concerned:

- Rescind his club membership
- Commit not to contract him in the organising and running of any future ARA event

The club is not policing the personal thoughts or values of its membership; however, we wish to make it clear that anyone acting as an official on behalf of the club at its events must adhere to and respect our Equal Opportunities and Disability policy.

The full text of this policy can be found on the [ARA website](#).