



# **SOVEREIGN PRO WRESTLING**

## **EQUALITY POLICY**

January 2022

### **1. Introduction**

Sovereign Pro Wrestling is committed to equality and diversity throughout our workforce and to eliminating all forms of inappropriate discrimination whether or not covered by current law.

Our aim is for our workforce to represent the diverse mix of backgrounds and identities present in our society and to reflect the make-up of our end customers.

We want each person working with us to feel respected, valued and able to give their best. It is the responsibility of us all to conduct ourselves in a way to help the organisation provide equal opportunities, and to help prevent bullying, harassment, victimisation and inappropriate discrimination.

We will also seek to work with people and organisations who reflect our equal opportunity values - the people who perform, volunteer, attend and engage with our services

### **2. Purpose**

Provide equality, fairness and respect for everyone working with Sovereign Pro Wrestling.

Help prevent discrimination whether it be based on the age, disability, gender reassignment (including identity), marriage, civil partnership, pregnancy, maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender), sexual orientation or any other inappropriate factor.



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### **3. Commitments**

Sovereign Pro Wrestling commits to:

- Lawfully encourage equality and diversity in the workplace free of bullying, harassment, victimisation and inappropriate discrimination promoting dignity and respect for all, where individual differences and the contributions of all those involved in our activities are recognised and valued.
- Help all those involved can be held liable for acts of harassment, victimisation and inappropriate and/or unlawful discrimination, carried out in connection with their duties, whether against fellow performers, backstage crew, volunteers, customers, suppliers or the public.
- Take seriously complaints of bullying harassment, victimisation and inappropriate discrimination and deal with upheld complaints and vexacious or malicious complaints as appropriate.

### **4. General Data Protection Regulation (GDPR)**

If a request is made for personal data, Sovereign Pro Wrestling will process any personal data collected in accordance with our data protection policy.