



EQUAL OPPORTUNITIES POLICY

Statement

This document is a statement of our policy for achieving equality of opportunity throughout the work of the London Games Festival, and its participants. This policy shall inform the actions and attitudes of all London Games Festival employees, sub-contractors, guests, volunteers, participants, and members of the general public attending, engaging with or participating in any event associated with the London Games Festival.

We recognise that individuals and groups should be given equal opportunity to attend, engage and participate in any event associated with the London Games Festival, regardless of their age, disability, sex, gender identity, sexual orientation, marital or civil partnership status, pregnancy and maternity, race, colour, nationality, national origin, ethnic origin, political opinion, religion or belief. London Games Festival and its participants will aim to ensure that every person attending, engaged with, or participating in our events is given the equality of opportunity.

We understand that equality of opportunity includes:

- those attending and / or participating in our events.
- the employment, training, recruitment and selection of employees, sub-contractors, trustees, volunteers, guests, and participants.
- how we communicate, both internally and externally, including how we portray participants in our events.

Implementation of Policy

We will brief all employees, sub-contractors, volunteers, guests, and Festival participants on this policy and everyone must agree to apply it in practice when working / volunteering for the Festival. We ask all London Games Festival employees, sub-contractors, volunteers, guests and participants to conduct themselves in a manner in which we can all take pride, and to accept their part in promoting equal opportunities.

The Games London team and the London Games Festival Director are responsible for ensuring that this policy is implemented and they will review this on an annual basis.



How we will deal with instances of negative discrimination

We are committed to taking action against all forms of discrimination. If you feel that you have in any way not received equality of opportunity, we urge you to report the matter to London Games Festival by contacting michael.french@games.london.

Our first priority will be to investigate your concerns and seek to resolve the issue to your satisfaction.

If you have a disability (for the purposes of the Disability Discrimination Act) please inform us so that we can consider what reasonable adjustments can be made.

We remind all Festival participants that they have a duty to report discriminatory behaviour, and to act in accordance with this policy, and the requirements of any relevant legislation.

We do not, and will not, tolerate any form of discrimination. Appropriate action will be taken against anyone found to be acting in such a manner in accordance with the terms and conditions of their engagement as an employee, sub-contractor, trustee, volunteer, guest, or participant of the London Games Festival.