



RIBI Equal Opportunities Policy

Ref: k/pa/CSD/PL2003-2004/Club.15/Jan 2009

The following text is the RIBI Equal Opportunities Policy adopted by the General Council of RIBI. The RIBI Membership Services Committee has been given the responsibility for implementing the policy on behalf of the General Council.

Rotary clubs are encouraged to adopt their own Equal Opportunities Policy as they may be asked to provide a copy of such when applying for funding. Once a club has adopted a policy, the club itself is responsible for setting up a system to monitor the policy. It may be that a club council member is given the responsibility of ensuring that the policy is complied with. A code of practice needs to be drawn up by the club to suit the needs and aspirations of each individual club.

RIBI Equal Opportunities Policy

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

- The development of acquaintance as an opportunity for service.
- High ethical standards in business and professions; the recognition of the worthiness of all useful occupations; and the dignity of each Rotarian's occupation as an opportunity to serve society.
- The application of the ideal of service in each Rotarian's personal, business and community life.
- The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.

The Object is set out in article 4 of the RI constitution and article 4 of the standard Rotary club constitution. Article 3 of the RIBI constitution states that the Association's constitution shall be at all times in conformity with that of RI and article 13 requires all clubs within RIBI formed after the 5th June 1922 to conform with the standard club constitution.

In the furtherance of this Object, Rotary International in Great Britain and Ireland (RIBI) has adopted the following equal opportunities policy:

1. Within the framework of existing legislation, RIBI is committed to eliminate discrimination in its own policies and practices and in those areas over which it has influence.
2. This policy covers the General Council, all RIBI Committees, staff, and, so far as possible, Rotary clubs within RIBI. The General Council has agreed that all those persons with whom Rotarians come into contact when carrying out their service programmes shall be regarded as customers of the Association, for the purposes of this policy.

3. The intention of this policy is to ensure that all Rotarians and employees and customers, both potential and actual, are treated equally and as individuals regardless of colour, race, nationality, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender, sexual orientation, age or disability, subject to the requirements of Rotary programmes.
4. This policy covers the work of the General Council, its committees and its policies, criteria for funding, management, employment practices, terms and conditions of service, marketing, membership of the General Council and its committees and all dealings with customers and grant applicants.
5. The General Council will be responsible for implementing this policy which will be implemented through the adoption of codes of practice (in employment, committees and, so far as possible, in Rotary Clubs).
6. The policy will be monitored by the General Council which is committed to making this policy work.
7. The General Council has approved a form of this policy (set out below) which it recommends clubs to adopt (amended as necessary to suit their purposes).

Form of policy for adoption by Rotary Clubs: -

Rotary Club of Equal Opportunities Policy

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The Object is set out in article IV of the standard Rotary club constitution.

In the furtherance of this Object, the Rotary Club of has adopted the following equal opportunities policy: