



## Harland and Wolff Welders FC

### ANTI-DISCRIMINATION POLICY & PROCEDURES

It is the policy of Harland and Wolff Welders FC to ensure that all players, members, coaches/volunteers and visitors are protected from discrimination. All members and staff must respect the rights of others, whilst paying close attention to their differing needs, and those of other users of our services and facilities.

Harland and Wolff Welders FC is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic, origin, religion or disability.

Equality of opportunity at the Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. This includes:

- (i) The advertisement for volunteers*
- (ii) The selection of candidates for volunteers Courses*
- (iii) External coaching and education activities and awards Football development activities*
- (iv) Selection for teams*
- (v) Appointments to honorary positions*

The Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The club is committed to the development of the programme of on-going training and awareness raising events and activities, in order to promote the eradication of discrimination within the club, and within football as a whole.



## COMPLAINTS PROCEDURE

Any member or visitor who feels they have experienced or witnessed discrimination, bullying, harassment, abuse or intimidation should contact one of the club officials either directly or through one of the team managers.

- The Club Committee will act as intermediary between persons identified above.
- They will seek to determine what behaviour was found to be offensive by the recipient and whether the behaviour was recognized as offensive by the person carrying out the action(s).
- The club will arrange for an informal meeting between both parties at a convenient date, time and location but within one month of the initial complaint. Both parties may be accompanied. The aim of the meeting will be conciliatory and will allow informal discussion to take place.
- The parties will be required to sign minutes as a true and accurate record of what took place. This document will be maintained in safe keeping.
- The club committee will decide if any further actions need to be taken or sanctions made against the offender.

## RACISM IN FOOTBALL

Harland and Wolff Welders FC fully supports the aims and objectives of the Let's Kick Racism Out of Football and the Football Against Racism in Europe (FARE) campaigns.

- Football provides us with a unique opportunity to show unity between people of different origins. However, the experience of many players from ethnic minority communities is of abuse and harassment because of the colour of their skin.
- Players and administrators are reminded that racist abuse (such as name calling) on the field is a red card offence. Anyone within the Club who is found to have acted in a racist manner in either excluding ethnic minorities or found to be engaging in racist abuse or harassment will face expulsion from the club.
- Any players suffering racist abuse is encouraged to report it to the referee on the field of play and to their League and County Association immediately after the match



- Racism is a problem that we all have a responsibility to address. Don't let it ruin our game.

Signature: \_\_\_\_\_

Role: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Role: \_\_\_\_\_

Date: \_\_\_\_\_