

ANTI-DISCRIMINATION & EQUAL OPPORTUNITIES

1. Objectives

The purpose of this section is:

to ensure that there is no discrimination against certain sections of our members or prospective members

to ensure that the Club complies with all legislation on equal opportunities

to ensure that there is no harassment of employees or members on the grounds of race or sex

2. Scope

The Club's equal opportunities policy applies to all officers, employees and members and to potential officers, employees and members.

3. General Principles

- a) The Club is fully committed to equal opportunities
- b) It is the policy of the Club that its employment opportunities and training services are equally available to people regardless of colour, race, ethnic or national origin, religious or political affiliation, social background, marital status, responsibility for dependants, disability, sex, sexual orientation or age.
- c) The club will provide equal opportunities for advancement and development on the basis of ability and experience
- d) The Club will encourage people with disabilities to participate fully in its training activities according to their ability
- e) A member may raise a complaint through the grievance procedure if he/she feels they may have been unfairly discriminated against.

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level.

Football belongs to, and should be enjoyed by, everyone equally. Washington United F.C. has a commitment to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

The following policies are at the heart of the club's activities.

ANTI-DISCRIMINATION POLICY

- Washington United Football Club 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, colour, religion or disability.

- Equality of opportunity at Washington United Football 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:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities
- Football development activities
- Selection for teams
- Appointments to honorary positions
- Washington A.F.C 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.
- Washington A.F.C is committed to the development of the programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within its own organisation and in the wider context, within football as a whole.

EQUAL OPPORTUNITIES POLICY

- Washington A.F.C is committed to a policy of equal treatment of all members and requires all members of whatever level or authority to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
- All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited in:
 - Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
 - Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others.
 - Imposing on an individual, requirements which are in effect more onerous on that individual than they are on others. For example this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
 - Victimisation of an individual.

- Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or other, purely on the above grounds.
Thus, in all the club's recruitment, selection, promotion and training processes, as well as disciplinary and other matters (in other words all instances where those in control of members are required to make judgements between them) it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Washington A.F.C commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.
- Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.

Washington A.F.C commits itself to the support of disabled persons whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting, assistance will be given wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made available to such members who request it.

ANTI-BULLYING POLICY

Bullying is not always easy to define. It can take many forms and is usually repeated over a period of time. The three main types are: physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from activities). They will all include:

- Deliberate hostility and aggression towards a victim
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful and distressing for the victim

Emotional bullying is more common in football than physical violence. It can also be difficult to cope with or prove.

It is essential that everyone connected with Washington A.F.C understands **that bullying will not be tolerated in any form.**

All officials connected with the Club will:

- Take the problem seriously
- Investigate any reported incidents
- Talk to bullies and victims separately.

- In the event of a reported incident, the action that we will take may include one or more of the following:
- Obtaining an apology from bully(ies) to victim
- Insisting on the return of “borrowed” or stolen items
- Insisting that the victim is compensated by the bully(ies)
- Providing support for the victim
- Encouraging/supporting bully to change his/her behaviour
- Imposing appropriate sanctions against bullies
- Meeting with the victim’s family to report progress
- Informing all members of the Club about the incident (if appropriate) and action taken
- Keeping a written record of incident and action taken

Every effort will be made to ensure that there is no bullying of any form at Washington A.F.C