



## **GODALMING TOWN FOOTBALL CLUB**

### **EQUALITY POLICY**

The aim of this policy is to ensure that everyone is treated fairly and with respect and Godalming Town Football Club is equally accessible to them all.

Godalming Town FC is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by, anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is supported by all club officers who are responsible for the implementation of this policy.

Godalming Town FC will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour whether physical or verbal.

Godalming Town FC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Godalming Town is committed to taking positive action where inequalities exist, and to the development of a programme on-going training and awareness in order to promote the eradication of discrimination and promote equality in football.

Godalming Town Football Club is committed to a policy of equal treatment of all its members and requires all its members to abide and adhere to these policies and the requirements of the relevant equalities legislation – Race Relations Act 1976, Sex Discriminations Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Godalming Town commits itself to the immediate investigation of any claims, when it is brought to the clubs attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stops and sanctions are imposed as appropriate.



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#### **Godalming Town FC Complaints Procedure**

In the event that any member feels that he or she has suffered discrimination in any way or that the clubs policies, club rules or codes of conduct have been broken they should follow the procedures below:

1. They should report the matter to Club Secretary Matthew Clay. The report should include:

- a) Details of what, when, and where the occurrence took place.
- b) Any witness statements and names
- c) Names of any others who have been treated in a similar way.
- d) Details of any former complaints made about the incident, date, when and to whom made.
- e) A preference for a solution to the incident.

2. The Clubs Chairman, Secretary and Club Welfare Officer Ross Mose will sit for any hearings that are requested.

3. The Clubs Chairman, Vice-Chairman, Secretary and Club Welfare Officer will have the power to:

- a) Warn as to future conduct
- b) Suspend from membership of the club.
- c) Remove from membership of the club any person found to have broken the Club's Policies or Codes of Conduct.