



# Eastbourne Girls

## **Anti-Discrimination and Equal Opportunities Policy**

Football belongs to, and should be enjoyed by everyone equally. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

### **Equal Opportunities at Eastbourne Girls 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 and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

### **Eastbourne Girls Football Club will not tolerate**

sexual or racially based harassment or any 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.

### **Eastbourne Girls Football Club is committed**

to the development of the programme of ongoing training and awareness raising activities in order to promote the eradication of discrimination within its own organisation and in the wider context, within football as a whole.

## **Eastbourne Girls Football Club Equal Opportunities Policy**

We are committed to a policy of equal treatment of all members of whatever level or authority, to abide by 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 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 the requirement(s) for any reason whatsoever in relation to their membership, which are different to the requirements of others.
- Imposing on an individual, requirements which are in effect more onerous on that individual than they are on others.
- Victimisation of an individual.
- Harassment of an individual.
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – 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.