



# The Edinburgh Academical Football Club

## Equal Opportunities Policy

### Purpose

**The Club** operates a policy of providing equal opportunities for employment or membership, whatever a person's colour, race, religion or belief, ethnic or national origin, sex, sexual orientation, gender, marital status, age or disability. **The Club** is opposed to all forms of unlawful and unfair discrimination.

The policy is to treat all its employees and members with respect and dignity and to ensure that decisions regarding their employment or membership of **the Club** are taken without reference to irrelevant or discriminatory criteria.

**The Club** will take every possible step to ensure that decisions on employment or membership are justifiable and based solely on objective criteria.

**The Club** will ensure that the policy is communicated to all its employees or members by being posted on its website and the Club notice boards.

**The Club** states its wholehearted support for the principles and practices of equal opportunities and recognises that it is the duty of all its employees and members to accept their personal responsibility for fostering a fully integrated community within the Club by adhering to the principles of equal opportunity.

**The Club** will actively promote equal opportunities throughout the Club through the application of policies, which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills and abilities.

### Making the Policy Work

Each employee and member has personal responsibility for the practical application of this policy and to ensure that **the Club** achieves its equality objectives. The successful implementation of this policy depends on everyone treating each other with the respect and dignity they would rightly expect from others.

### Grievance and Disciplinary Procedures

**The Club** can only act to prevent members from breaking this policy if it knows about the conduct. If any employee or member believes that he or she has experienced direct, indirect or unfair discrimination, harassment or victimisation, this matter should be raised with the Club's Club Board or Management Group. All complaints will be dealt with seriously, properly and confidentially through the Club's Disciplinary Procedure and every effort will be made to secure a satisfactory resolution.



## The Edinburgh Academical Football Club

Disciplinary action will be taken against any member who is found to have committed an act in breach of this policy.

All employees and members must, strictly adhere to the Club's practices and policies relating to equal opportunities. Discrimination, abuse, or failure to observe these practices and policies will result in disciplinary action being taken, which could include termination of employment or membership.