



The Edinburgh Academical Football Club

Equal Opportunities, Anti-Harassment and Bullying Policy

Purpose

The Club operates a policy of providing equal opportunities for membership and an environment free from harassment and bullying for all involved with the Club.

The policy is to

- treat all our members with dignity and respect and to ensure that decisions regarding their membership of **the Club** are taken without reference to irrelevant or discriminatory criteria
- ensure all involved with the Club (including visitors) are treated with dignity and respect, free from harassment or other forms of bullying

Equal Opportunitites

The Club provides for equal opportunities whatever a person's age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) or sexual orientation, in line with the protected characteristics of the Equality Act 2010.

Harassment

Harassment is any unwanted physical, verbal or non-verbal conduct which has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Bullying

Bullying is offensive, intimidating, malicious or insulting behaviour which makes the recipient feel vulnerable, upset, humiliated or threatened. Bullying does not include legitimate and constructive criticism of performance or behaviour.

The Club commits to:

- encourage equality and diversity,
- create an environment free from bullying, harrassment, victimisation and unlawful discrimination,
- promote dignity and respect for all, where individual differences and contributions are recognised and valued.

The Club will ensure that the policy is communicated to members by being posted on its website.

The Club states its wholehearted support for the principles and practices of equal opportunities and anti-bullying/harassment, and recognises that it is the duty of all its members and representatives to accept their personal responsibility for fostering a fully integrated community within the Club by adhering to the principles of this policy.

The Club will actively promote equal opportunities throughout the Club through the application of policies, which will seek to 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 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.

All 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 membership.

Grievance and Disciplinary Procedures

The Club can only act to prevent members from breaking this policy if it knows about the conduct. If any 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 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.

Disciplinary action will be taken against any member or representative who is found to have committed an act in breach of this policy. The Club's disciplinary policy is available online.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Ends