

**Equal Opportunities Policy**

Harling Colts Football Club 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 orientated 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 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.

Harling Colts Football Club 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.

The Football Club commits itself to the disabled person 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 to such members who request it.