



Dixon Park
Harrier Way
Ballyclare
Co. Antrim
BT39 9BB

ANTI-DISCRIMINATION POLICY AND PROCEDURES

Policy

It is the policy of Ballyclare Comrades FC to ensure that all players, members, coaches, volunteers and visitors are protected from discrimination. All members and staff must respect the rights of other users of our services and facilities, whilst paying close attention to their differing needs.

The club recognises that football belongs to all and should be enjoyed by everyone, equally. Our commitment is to be responsible for setting standards and values to apply throughout the club at every level and to confront and eliminate discrimination whether by reason of sexual orientation, race, nationality, ethnic origin, religion or disability.

The club fully supports the aims and objectives of the 'Let's kick racism out of Football' and the 'Football Against Racism in Europe (FARE)' campaigns.

Anyone within the club who is found to have acted in a racist manner is liable to face expulsion from the club.

Operational Procedures

The club will display these anti-discrimination policies and procedures at strategic locations within its premises.

The club will issue a letter to all season ticket holders to inform them of these policies.

The club will remind players and administrators that racist abuse on the field, such as name calling, is a red card offence.

The club will promote events and activities which provide training and raising awareness, wherever necessary, so that discrimination is eradicated within the club, and within football as a whole.

Complaints Procedures

Any player suffering racist abuse is encouraged to report it to the referee on the field of play, and to their League and County Association after the match.

Any visitors or members of visiting teams who feel they have experienced or witnessed any form of discrimination is encouraged to contact one of the club officials , either directly or through one of the team managers.

The club committee, or its appointed representatives;

will act as intermediaries between persons suspected of causing, or been subject to, any form of discrimination.

will seek to determine what behaviour was found to be offensive by the recipient and whether the behaviour was recognised as offensive by the suspected perpetrator.

will arrange for an informal meeting between both parties at a convenient date, time and location, no later than one month from the initial complaint. Both parties may be accompanied. The aim of the meeting will be conciliatory and will allow informal discussion to take place. The parties will be required to sign minutes as a true and accurate record of what took place.

The club is responsible for the safe keeping of these minutes. The club committee will decide if any further actions or sanctions need to be taken.