



Lincoln Red Imps Football Club

Anti-Racism Policy

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POLICY

Policy Statement

This policy is designed to provide clarity to employees, stakeholders, supporters and everyone connected with Lincoln Red Imps Fc ("the club") on the club's attitude to issues of racial harassment, abuse or discrimination.

It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of the club and can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Reference Document

- Laws of Gibraltar
- FIFA/UEFA Respect and Racism Policy
- Gibraltar Football Association Anti-Racism Policy
- Club Code of Conduct
- Club Anti-Bullying Policy
- Club Disciplinary Regulations
- Club Safeguarding Children Policy
- Club Social Media Policy
- #Oneteam Collaborative SES Strategy

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1. Objective

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

Lincoln Red Imps Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity Lincoln Red Imps 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.

Lincoln Red Imps Football Club will not tolerate sexual or racially based harassment or 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.

Lincoln Red Imps Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within its own organisation and in the wider context, within football as a whole.

2. Who does the Policy Apply to:

This policy applies to everyone involved in the activities of Lincoln Red Imps FC, whether they are in a paid or unpaid/voluntary capacity and including:

- club committee members, administrators and other club officials;
- coaches and assistant coaches and other personnel participating in events and activities, including training sessions;
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others;
- parents;
- spectators; and
- any other person(s) to whom the policy may apply

3. Implementation, Responsibility, Monitoring and Evaluation

The Board of Directors will be responsible for ensuring the implementation of this policy.

The Board of Directors will review all activities and initiatives against the aims of the policy on an annual basis.

The Board of Directors, or where appropriate a designated project leader, will review any measures or initiatives that the Club may institute or take part in to promote and enhance sports equality.

The Board of Directors will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation).

A Copy of this document will be publicised in the Club's Official Website.

The Board of Directors will support all measures and initiatives that may institute or take part in to advance the aims of this policy.

4. Legal obligations

Lincoln Red Imps FC is committed to avoid and eliminate unfair discrimination of any kind and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment.

5. Positive action

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Lincoln red Imps Fc will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to Football and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

6. Forms of discrimination and discriminatory behaviour

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

7. Complaints and compliance

Lincoln Red Imps Fc regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in paragraph 6 above as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates this policy or any other policy related to this policy as per the Club's Disciplinary Procedures.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member or corporate member, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against the person, the person may raise the matter by writing directly to the President.

The President will investigate the complaint personally or appoint a Committee member to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the Board of Directors. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member, the Committee may impose sanctions on that person or organisation in line with the Club Disciplinary Regulations. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from the club. In deciding

what sanction is appropriate in a particular case the Board of Directors will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with the club is subject to allegations of unlawful discrimination in a court or tribunal, the Board of Directors will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

A handwritten signature in black ink, appearing to be 'M. Ruiz', with a stylized flourish at the end.

Michael Ruiz
Club Secretary