



Lea Sports PSG Football Club

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITIES POLICIES

- Lea Sports PSG 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 gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.
- Equality of opportunity at Lea Sports PSG Football Club means that in all of our activities we will not discriminate or in any way treat anyone less favourably on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertising for volunteers;
 - The selection of candidates for volunteers;
 - Courses;
 - External coaching and educational activities and awards;
 - Football development activities;
 - Selection for teams;
 - Appointments to honorary positions.
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- Lea Sports PSG 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.
 - Lea Sports PSG Football Club is committed to the development of the programme of on-going training and awareness-raising events and activities, in order to promote the eradication of discrimination within its own organisation and within football as a whole.



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EQUAL OPPORTUNITIES POLICY

- Lea Sports PSG Football Club is committed to a policy of equal treatment of all members and requires all members, of whatever level of authority, to abide by and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.
- All members are expected to abide by the requirements of the Race Relations Act 1976, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995. Specifically, discrimination is prohibited by:
 - Treating any individual less favourably than others on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability;
 - Expecting an individual solely on the grounds stated above to comply with any requirements for any reason whatsoever related to their membership, which are different from 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 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, by virtue of 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, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Lea Sports PSG 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 any form is against the Club's policy, any members offending will be dealt with under the disciplinary procedures laid down in the Constitution.
- Lea Sports PSG 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 whenever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.