



## **DUNDEE FOOTBALL CLUB DIVERSITY AND INCLUSION POLICY**

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### **POLICY STATEMENT**

Dundee Football Club believes that all fans should feel welcome and safe at football regardless of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation, or any other equality characteristic.

Dundee Football Club is committed to creating an environment that promotes equality, values diversity and combats unfair treatment and discrimination throughout our organisation, whether staff, supporters, customers or anyone associated with our organisation.

### **POLICY OBJECTIVES**

This Policy has the following objectives:

- To promote fair and equitable treatment for everyone involved with Dundee Football Club, in whatever capacity.
- To ensure that no one working for, wishing to work for or working on behalf of Dundee Football Club receives less favourable treatment on the grounds set out in our statement above.
- To adopt a planned approach (strategically and operationally) to eliminating perceived barriers which discriminate against or exclude particular groups.
- To give clear guidance and communication to all individuals who, either administer an area of Dundee Football Club or work for Dundee Football Club on its commitment to Equality, Diversity and Inclusion.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equal opportunity for all except where specific situations or conditions properly or reasonably prevent this.

- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of Dundee Football Club and all relevant public statements made on behalf of Dundee Football Club reflect its commitment to Equality, Diversity and Inclusion.

## **IMPLEMENTATION**

The following steps will be taken to publicise this policy and promote Equality, Inclusion and Diversity in Dundee Football Club:

A copy of this policy document will be published on the Club's website.

The Directors of Dundee Football Club will take overall accountability for ensuring that the policy is observed, as well as taking into account this policy when arriving at all decisions in relation to activities of Dundee Football Club.

It will be a condition of working with Dundee Football Club that suppliers, paid individuals and volunteers comply with this policy and support such measures that the Club may enforce to commit to this Policy.

The Board of Directors will review this policy at least every 3 years or when there is any change in legislation or should circumstances indicate a need, ensuring compliance is maintained.

## **COMPLAINTS AND COMPLIANCE**

Dundee Football Club considers all forms of discrimination behaviour as unacceptable and encourages individuals to feel they are able to raise a grievance or complaint without any fear of any form of being victimised.

Action will be taken against any player, supporter, staff member, board member, volunteer, match day staff and any other person engaged with the Club who breach this Policy.

Dundee Football Club reserves the right to audit compliance with the policy from time to time. If you are an employee, a worker or casual staff and misconduct is discovered as a result of any investigation under this policy, the Dundee Football Club disciplinary procedures will be used in addition to any appropriate external measures. Disciplinary action may ultimately lead to dismissal.