



Cove Rangers Football Club

Anti Discrimination Policy

Version 6.0 - 1st July 2020

Member of the Scottish Professional Football League

Introduction

Cove Rangers Football Club is committed to ensuring full participation of all, as we recognize racism, sexism and other forms of discrimination, both institutional and personal are widespread in our society. Such discrimination prevents equality of opportunity to participation within our sport.

Anti Discrimination Policy

1. Cove Rangers Football Club (“ The 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 at Cove Rangers Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on the grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

The Club will apply this Policy when:

- Advertising for and selecting applicants for employment
- Seeking Volunteers
- Running Courses
- Running external Coaching Courses and Educational activities inc, Award Schemes
- Promoting Football development
- Selecting teams
- Considering appointments e.g. to honorary positions

2. The Club will not tolerate racist, sectarian, sexual or bigoted 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.

3. The 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 all forms of discrimination within its own organization, and within football as a whole.

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4. The Club gives a commitment to ensure that the Club is open to all and the team selection policy will be firmly based on footballing ability, the character of the individual and the collective balance of the team.

5. To ensure full participation of all, the Club will not accept discriminatory practices by any of its Employees, Committee Members, Volunteers or Supporters whether physical or verbal. This will be reflected in our Club as normal practice, whether in recruitment of staff or volunteers, in our promotional material or in our general behaviour.

6. Each Player and Employee Contract will include a clause stating that the Club is opposed to racism, sectarianism, bigotry and discrimination in any form and that the Player or Employee shares these principles and gives a commitment to uphold and promote these standards.

7. Any form of discrimination will be looked upon as being serious and will lead to appropriate disciplinary action being taken by the Club's Board of Directors.

Document Control

Mandatory Review Date (To be reviewed and published annually)

Review Date 1st July 2021
