



Harrogate Town AFC Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and activities are equally accessible to all.

Harrogate Town AFC Development is responsible for setting standards and values to apply throughout the organisation at every level. Sport and healthy activities belong to and should be enjoyed by, anyone who wants to participate in it.

Our commitments are to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the officers of **HTAFC** who are responsible for the implementation of this policy.

HTAFC, in all its activities will not discriminate, or in any way treat anyone less favourable on grounds of gender, sexual orientation, marital status, race nationality, ethnic origin, colour, religion or belief, ability or disability. It means that **HTAFC** will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.

HTAFC will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or radically based harassment or other discriminatory behaviour, ether physical or verbal.

HTAFC will work to ensure that such behaviour is met with appropriate action whatever context it occurs.

HTAFC is committed to taking positive actions where inequalities exist and to the development of a programme of ongoing training and awareness raising events in order to promote the eradication of discrimination and promote equality in sport.

HTAFC is committed to a policy of equal treatment of all participants, employees ,volunteers and requires everyone to abide and adhere to these policies and the requirements of the relevant equalities legalisation – Race relations act 1976 , Sex discrimination act 1975 and Disability Discrimination Act 1995 as well as amendments to these acts and any new legislation.

HTAFC commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate.