



EQUALITY POLICY

1. The aim of this Policy is to ensure that all members of the community are treated fairly and with respect and that the Combined Counties Football League Limited is equally accessible to them all.
2. The Combined Counties Football League Limited is responsible for setting standards and values to apply throughout the League 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, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.
3. This policy is fully supported by the League Officers. The Chairman & Vice-Chairman of the Combined Counties Football League Limited are responsible for the implementation of this Policy.
4. Equality at the Combined Counties Football League Limited means that, in all our activities, we will not discriminate, or, in any way, treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. It means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.
5. The Combined Counties Football League Limited will not tolerate harassment, bullying, abuse or victimization of an individual which, for the purposes of this policy and the actions and sanction applicable, is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour whether physical or verbal. The Combined Counties Football League Limited will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
6. We, the Combined Counties Football League Limited, are committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within the Combined Counties Football League Limited and, in the wider context, within football as a whole. We are also committed to circulating this policy to all our members.
7. The Combined Counties Football League Limited is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the following, but not limited to, equalities legislation - Equality Act 2006, Race Relations Act 1976, Sex Discrimination Act 1975 and the Disability Discrimination Act 1995 - as well as any amendments to these Acts.

8. The Combined Counties Football League Limited 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 stop and sanctions be imposed, as appropriate.
9. Members failing to comply with this policy will be dealt with by the competition.