



The Football Association Equality Policy

As the governing body of the game, The FA is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The FA's commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

The FA is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The FA Equality policy is at the heart of Hartlepool United Football Club's activities.

Hartlepool United Football Club Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Hartlepool United Football Club is equally accessible to them all.

Hartlepool United 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 anyone who wants to participate in it.

Hartlepool United Football Club's 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.

Hartlepool United Football Club in all its activities, 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.

Hartlepool United Football Club 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.

Hartlepool United Football Club will not tolerate harassment, bullying, abuse or victimisation 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.

Hartlepool United Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Hartlepool United Football Club supports the FA's commitment 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 club and within football.

Hartlepool United Football Club 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 relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

Hartlepool United Football Club commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate.

Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct has been broken they should follow the procedures below.

1. They should report the matter to the Club Secretary or another member of the Board.

The report should include:

- Details of what, when, and where the occurrence took place
- Any witness statement and names
- Names of any others who have been treated in a similar way
- Details of any former complaints made about the incident, date, when and to whom made
- A preference for a solution to the incident.

2. The Club's Board will sit for any hearings that are requested.

3. They will have the power to:

- Warn as to future conduct
- Suspend from membership
- Remove from membership

Any person found to have broken the Club's Policies or Codes of Conduct. If the complaint is with regard to the Club's Board the member has the right to report the discrimination direct to the relevant County Football Association.

As the governing body of the game, The FA is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by everyone equally. Our commitment is to promoting equality of access and opportunity – by recognising that inequalities exist and taking practical steps to address them.

The FA is committed to eliminating discrimination and harassment. This includes whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.

The ethics and sports equity policy should be at the heart of your club's activities.

Review Date: October 2022