



## **CARNOUSTIE PANMURE FOOTBALL CLUB EST.1936**

### **Anti-Discrimination Policy**

Carnoustie Panmure will not tolerate any form discrimination or harassment, physical or verbal concerning:

- Sexuality
- Gender
- Ethnicity
- Colour
- Nationality
- Religion
- Disability

This policy applies to every aspect of the running of the club and every person associated with it. This includes club officials, volunteers, players, coaches, supporters or other guests.

Where such behaviour arises, we will take the appropriate action and manage an effective response in whatever context the behaviour occurs.

We encourage anyone who perceives themselves to have been subject to discrimination or harassment to contact a club official immediately.

The club will take appropriate action against any of its officials, coaches, players or employees. Such action may include dismissal and/or reference to the appropriate authorities – including Police Scotland– if required.

Any supporters or visitors identified behaving in such a way as to cause discrimination against an individual or group may find themselves in receipt of a banning order and/or referral to the Police Scotland..

Last Update 5 April 2021

Approved by Committee 7 April 2021