

ANTI RACISM POLICY

This policy is designed to provide clarity to players, officials and everyone connected with Junior FC ("The Club") on the club's attitude to issues of racial harassment and abuse. It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of the club.

- The club condemns racism in any form, either on or off the pitch.
- The club aims to create and maintain a working and spectating environment free from racial harassment or abuse.
- A racist incident is defined by the club as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by the club to be any verbal, physical, written or visible abuse that is based on a person's race, ethnic background, colour, nationality, language or cultural background, and is considered to be unwanted, unacceptable and offensive to the person.
- Proven racial harassment or abuse will lead to action being taken against players, staff, etc. Similarly, such behaviour by a spectator will be reported to the police and may result in a life ban from the club. The club will give their full support to the police in any criminal actions.
- All employees have a responsibility to make it clear that such behaviour by anyone connected with the club is unacceptable.
- Any player, staff member, etc., found guilty of racially harassing another employees, player, etc., or any other person, is liable to disciplinary action. Depending on the circumstances, consideration will be given to reporting the matter to the police.
- Supporters will also be informed on a regular basis that racist taunts and abusive or threatening behaviour will not be tolerated by the club and will be encouraged to condemn and report such behaviour.

COMMUNITY

..... Junior FC strongly recognises our role within the community. We believe passionately in using the power of football to help build a better future for all and dealing with racism is a very integral part of this.

We are committed to achieving the ideals of a game free of racial prejudice.