



1938-2023

Deveronvale Football Club Limited Princess Royal Park, Banff



Equality and Fairness Policy

Introduction

Deveronvale Football Club is committed to the principles of equality and fairness in all matters.

Equality is the quality of being the same in status, quantity, and value while **fairness** is the quality of being unbiased and impartial.

Equality

Equality is fundamental to the participation in and the governance, organisation, and delivery of football within the Club. Equity is the practice of fairness and the upholding of social justice to ensure that all individuals are respected, have equal opportunities, and have their rights protected. Equity is critical to the celebration of diversity in the Club.

It is not acceptable for individuals to negatively discriminate against or suppress others on the basis of a difference in religion or faith, race or ethnicity, culture, socio-economic status, gender, gender identity, sexuality, age, disability or any other social or physical categorisation. It is also not acceptable for individuals to ignore or in any way endorse the behaviour of others who discriminate in such a way.

It is fundamentally important for all those involved in the Club to support and promote the principles of fairness, whether they are playing, refereeing, administrating, managing, governing, supporting players, sponsoring, spectating, reporting or engaged in any other way in football activities.

It is essential, if incidents of negative discrimination occur, that they are dealt with promptly and effectively. In abiding by the Equality Policy, every member of Deveronvale Football Club will:

- Respect the rights, dignity and worth of everyone.
- Treat everyone equally, no matter a person's ability, gender, race, ethnicity, age, religious belief, sexuality, or socio-economic status.

- Committed to the principle that everyone has the right to enjoy the game of football in a safe environment, free from the threat of intimidation, harassment, and abuse.
- Have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

James H. Mair
Chairman

Date: 1st June 2023

(To be reviewed annually)