



## **Hampshire FA Equality Policy**

The aim of the policy is to ensure that everyone is treated fairly and with respect and that Hampshire FA is equally accessible to them all.

Hampshire FA is responsible for setting standards and values to apply throughout football at every level. Football belongs to, and should be enjoyed by anyone who wants to participate in it.

Hampshire FA's commitment is to confront and eliminate discrimination whether by reason of race, ethnicity, religion or belief, nationality or national origin, sex, sexual orientation, gender reassignment, pregnancy, maternal/paternal employment rights, ability or disability, age or marital or civil partner status to encourage equal opportunities.

This policy is fully supported by the Hampshire FA Board and the Inclusion Advisory Group is responsible for the implementation of this policy, reporting to the board.

Hampshire FA, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of race, religion or belief, nationality, ethnic or national origin, sex, sexual orientation, gender reassignment, ability or disability, age or marital or civil partner status. Hampshire FA 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.

Hampshire FA 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. Hampshire FA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Hampshire FA is committed to the development of a programme of ongoing training and awareness creating events and activities in order to promote the eradication of discrimination within football.

Hampshire FA 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 Equality Act 2010 which replaces previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995).

Hampshire FA 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.

Hampshire FA will regularly monitor and evaluate the policy, practices and procedures of the partnerships and update accordingly.

Hampshire FA takes any act of deliberate discrimination (including bullying and harassment) very seriously and will take all appropriate disciplinary action (including dismissal) against any employee or partner who is found to have discriminated against any other person.

If you have any queries regarding this policy please contact:

**Hampshire FA**  
**Winklebury Football Complex**  
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**Basingstoke**  
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