

As the governing body of the game, Middlesex Football Association 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.

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

Middlesex 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.

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This policy is fully supported by the Board of the County FA and the Chief Executive is responsible for the implementation of this policy through the Association's Inclusion Advisory Group (IAG). IAG has a development plan linked to the Association's County plan and will be measured against the targets contained within that plan.

Middlesex FA, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, gender re-assignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. Middlesex 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.

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

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

Middlesex 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 as amended from time to time.

Middlesex 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.

Reviewed: August 2017