



THE FOOTBALL ASSOCIATION CHARTER STANDARD LEAGUE EQUALITY POLICY AND COMPLAINTS PROCEDURE

The aim of this policy is to ensure that all members of the community are treated fairly and with respect and that the Oxford Mail Youth Football League is equally accessible to them all.

The Oxford Mail Youth Football League is responsible for setting standards and values to apply throughout the League at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. This policy is fully supported by the League Officers and Kenny Moore, who holds the post of League Welfare Officer at Oxford Mail Youth Football League and who is responsible for the implementation of this policy.

Equality at Oxford Mail Youth Football League means that in all our activities we will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. And it means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.

Oxford Mail Youth Football League 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.

Oxford Mail Youth Football League will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. We are 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 Oxford Mail Youth Football League and in the wider context, within football as a whole. We are also committed to circulating this policy to all our members.

Oxford Mail Youth Football League 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 following (but not limited to) equalities legislation – Equality Act 2006, Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

Oxford Mail Youth Football League commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions be imposed, as appropriate.

League Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the League's Policies, Rules or Code of Conduct has been broken they should report the matter to the League Secretary or another member of the Committee.

If the complaint is with regard to the Leagues' Management Committee the member has the right to report the discrimination direct to the relevant County Football Association or to The Football Association.