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**Equality Policy**

# Policy

The purpose of this policy is to clearly state Harrogate Town AFC’s position with regard to Equality, Diversity, and Inclusion.

Harrogate Town AFC (HTAFC) is committed to encouraging equality, diversity, and inclusion among our workforce, fans, suppliers, visitors, the public and any others thus eliminating unlawful discrimination.

The aim is for HTAFC to be truly representative of all sections of society, and for each person to feel respected and able to give their best.

Harrogate Town AFC (HTAFC) in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of fans or the wider public.

**Scope**

This policy applies to all Harrogate Town AFC (HTAFC) Club structures, employees, fans, suppliers, visitors, the public and any others while participating in activities within the EnviroVent Stadium grounds.

# Policy

The policy’s purpose of Harrogate Town AFC is to:

• Provide equality, fairness, and respect for everyone at all of our events within the EnviroVent grounds including employees, fans, suppliers, visitors, the public and any others.

• Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation

# Principles

Encouraging equality, diversity, and inclusion within the EnviroVent grounds is good practice to:

• Create an environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

1. This commitment includes employees, fans, suppliers, visitors, the public and any others in the course of the organisation’s work activities about their rights and responsibilities under the equality, diversity, and inclusion policy.
2. Responsibilities includes employees, fans, suppliers, visitors, the public and any others conducting themselves whilst at the EnviroVent stadium, aiding in preventing bullying, harassment, victimisation, and unlawful discrimination.
3. All employees, fans, suppliers, visitors, the public and any others whilst at the EnviroVent stadium, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their visit, against any other fan, supporter, employee, customer, supplier and the public.

• Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, fans, suppliers, visitors, the public and any others while participating in activities within the EnviroVent Stadium grounds.

1. Such acts will be dealt with as misconduct under the club’s disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to banning from the grounds or possible police interaction.
2. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

The equality, diversity and inclusion policy is fully supported by HTAFC’s Board and senior management.

# Procedure

Harrogate Town AFC will not tolerate any form of discrimination as identified in the Equality Act 2010 under the 9 protected characteristic, listed: age, race, sex, religion, sexual orientation, disability, gender reassignment, marriage and civil partnership, maternity, and paternity leave. Furthermore, behaviour which is deemed as bullying or harassment will also not be tolerated and will be dealt with in the same view as discrimination.

Harrogate Town AFC is dedicated to ensuring a safe and inclusive environment for everybody to thrive and to be the best version of themselves.

If you feel you have personally encountered discrimination, or believe to have witnessed discriminatory behaviour, please contact our ED&I Manager at, [edi@harrogatetownafc.com](mailto:edi@harrogatetownafc.com) or [matchday@harrogatetownafc.com](mailto:matchday@harrogatetownafc.com) to make a formal complaint.

# Changes to this policy

This policy will be reviewed annually.