



ANTI-RACISM POLICY

Caledonian Braves Football Club operates a **zero-tolerance policy towards racism**. The Club is committed to creating and maintaining an environment for players, staff, volunteers, owners and spectators that is free from racial harassment, abuse and violence.

The Club is committed not only to responding robustly to incidents of racism, but to actively promoting an inclusive, welcoming and respectful environment for all.

Everyone connected with the Club has a responsibility to prevent racist behaviour and is responsible not only for their own conduct, but also for challenging and reporting racist behaviour by others.

This policy applies to **all players, staff, volunteers, owners, contractors and spectators**, and covers all Club activities, including matchdays (home and away), training, events and online environments connected to the Club.

Proven racist harassment, abuse or violence by an employee will result in disciplinary action by the Club and, where appropriate, referral to the Police. Racist behaviour by a spectator will result in a **life ban** from the Club. The Club will encourage and fully support any criminal investigation arising from racist incidents.

Club employees are obliged to report all racist incidents to the Club or to a police officer. It is **not** the sole responsibility of the victim of racist abuse to initiate action. Any racial abuse or racist behaviour is itself the trigger for action.

Racist incidents may be reported confidentially to a Club official, the General Manager or the Chief Executive Officer. All reports will be taken seriously, handled sensitively and addressed appropriately. Safeguarding-related concerns will be managed in line with the Club's safeguarding procedures.

DEFINITION OF A RACIST INCIDENT

A racist incident is **any incident that is perceived to be racist by the victim, or by any other person**.

RACIAL HARASSMENT

Racial harassment is any verbal, physical, written or visible abuse that is aggravated by the race, ethnic background, nationality, language, skin colour or cultural background of a person and is unacceptable and offensive to that person.

Examples of racial harassment include, but are not limited to:

- **Physical:** Intimidating gestures, physical violence or assault, or threats of such behaviour, because of a person's race or ethnicity.
- **Verbal:** Derogatory remarks about a person's skin colour, nationality or appearance; unwelcome remarks about a person's cultural observances; racist jokes.

- **Non-verbal:** Graffiti of a racial nature; defacing notices or posters; negative stereotyping of a particular ethnic or national group; written or online threats of a racist nature.

There is **no such thing as unintentional harassment**. The key characteristic is that the behaviour is unacceptable to the recipient.

Chris Ewing
Chief Executive Officer
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