ANTI-RACISM POLICY

Caledonian Braves Football Club operates a zero-tolerance policy towards racism. It aims to create and maintain an environment for staff and spectators, free from racial harassment, abuse and violence.

Everyone connected with the Club has a responsibility to prevent racist behaviour and as such, are responsible not only for their behaviour but that of others.

Proven racist harassment, abuse or violence by an employee will result in disciplinary action by the Club and, if appropriate, action by the Police. Similarly, such behaviour by a spectator will result in a life ban from the Club. The Club will encourage and be fully supportive of any criminal investigation.

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 such abuse to initiate action. Racial abuse or racist behaviour of any kind is itself the trigger for action.

DEFINITION OF A RACIST INCIDENT
A racist incident is any incident that is perceived to be racist by the victim, or any other person

RACIAL HARRASMENT
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 not limited to:
- PHYSICAL: Intimidating gestures, physical violence or assault or the threat of the above, because of a persons' race or ethnicity.
- VERBAL: Derogatory remarks about a persons skin colour, nationality or appearance, unwelcome remarks about a persons cultural observances or racist jokes.
- NON VERBAL: Graffiti of a racial nature, defacing notices or posters, negative stereotyping of a particular ethnic or national group or written threats of a racist nature.

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

Chris Ewing
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