

# Crystal Palace FC (Women) Abuse Policy

We are proud that in addition to our club policies and responsibilities we work closely with the Crystal Palace FC Palace for Life Foundation, in respect of promoting these principles well beyond our football club.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Crystal Palace Football (Women) Club is equally accessible to all.

Crystal Palace Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by, anyone who wants to participate in it.

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 Club Officers who are responsible for the implementation of this policy.

Crystal Palace Football Club, 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 Crystal Palace Football Club:

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.

Will not tolerate harassment bullying abuse or victimisation of an individual which for the purpose of the 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.

Will work to ensure that such behaviour is met with appropriate actions in whatever context it occurs.

Is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

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 relevant equalities legislation – Race Relations Act 1976 , Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation

Commits itself to the immediate investigation of any claims when brought to its attention of discrimination on the above grounds and where such is found to be the case a requirement that the practice stop and sanctions are imposed as appropriate.

These statements explain how Crystal Palace FC (Women) Equality and Diversity Policy relate to some of the main groups of people most commonly affected by discrimination and disadvantage..

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## **A) Disabled People (including blind people, deaf people, people with learning disabilities)**

Crystal Palace FC (Women) is aware that disabled people face disadvantage and discrimination. This is due in part to attitudes based on the belief that disabled people are less able than other people. Disabled people are often patronised by other people and not given equal access to sporting facilities, societies and clubs. The club will try to meet the specific needs of disabled people and allow them equal access to the club by:

Adhering to the Disability Discrimination Act 1995 to stop discrimination and provide equality of opportunity.

Dealing consistently and effectively with any harassment of disabled people.

Supporting campaigns and activities for achieving full equality for disabled people.

Only hire facilities for use which do not have barriers in place which prevent disabled people from having the same access as other people.

Aim to develop membership that better reflects the disabled communities in Lewisham and Southwark.

Support disabled members to fully develop their potential.

## **B) Black and Minority Ethnic Communities (race, colour, ethnic or national origin, nationality and immigration status, travellers)**

Crystal Palace FC (Women) is aware that Black and Minority Ethnic communities face disadvantage and discrimination. This is due in part to attitudes and actions based on the belief that one race is better than another. Racism can result in Black and Minority Ethnic people being treated as inferior and denied access to sporting opportunities. Crystal Palace Ladies FC will endeavour to meet the specific needs of Black and minority ethnic communities by:

Adhering and respecting the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000.

Dealing effectively and consistently with racial harassment.

Supporting campaigns and activities for achieving full equality for Black and Minority Ethnic people.

Supporting all Black and Minority Ethnic members to fully develop their potential.

## **C) Gender and Transgender Identity**

Crystal Palace FC (Women) is aware that people face disadvantage and discrimination because of their gender or gender identity. This is due in part to attitudes and actions based on the belief that one gender is better than the other. This is Sexism. Sexism can result in

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women and men being subject to negative stereotypes and attitudes, treated as inferior and denied equal opportunities. Crystal Palace FC (Women) will not tolerate sexism. Women are often discriminated against within a society which is predominantly male dominated, however within a female centred environment it is just as likely that males can be discriminated against. Crystal Palace FC (Women) will endeavour to meet the specific needs of different gender groups and transgender people by:

Adhering and respecting the Sex Discrimination Act 1975, the Equal Pay Act 1970 and the Sex Discrimination (Gender Reassignment) Regulations 1999.

Dealing effectively and consistently with sexual harassment.

Supporting campaigns and activities for achieving full equality for all genders.

Positive support offered to women to fully develop their potential.

Aim to develop a non-playing membership which reflects the balance of women and men within the local community.

\*Supporting **all** genders in areas where they experience inequality and discrimination.

## **D) LGBT**

Crystal Palace FC (Women) is aware of its LGBT responsibilities' and its ability to help lead on such issues. Crystal Palace FC (Women) works closely with the Crystal Palace FC "Palace and Proud" group for which our player Gemma Bryan is a representative

Our policies ensure the following:

Adhering to Employment (Sexual Orientation) Regulations 2003.

Dealing effectively and consistently with any harassment directed towards lesbians, gay men and bisexuals.

Supporting campaigns and activities for achieving full equality for lesbians, gay men and bisexuals.

Supporting the right of lesbians, gay men and bisexuals to be open about who they are.

***Crystal Palace Ladies is a proud partner of the CPFC LGBT fans group "Proud And Palace" with our centre forward, Gemma Bryan, a CPLFC ambassador for the group E)***

## **Age**

Crystal Palace FC (Women) is aware that young people and old people face disadvantage and discrimination. This is due in part to the views and beliefs held about young and older people. CPLFC will not tolerate ageism and will attempt to meet the specific needs of young and older people by:

Follow any developing guidelines or Acts which prevents discrimination and provides equality of opportunity.

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Dealing effectively and consistently with any harassment directed towards young or older people.

Supporting campaigns and activities for achieving full equality for young and older people.

## **F) Religious and other Beliefs**

Crystal Palace FC (Women) is aware that people from various religious faiths or with strong religious or other beliefs face disadvantage and discrimination. The club will seek to ensure that club members can worship and express their religious and other beliefs freely, without fear of intimidation and that individual's choice to practice their religion or belief is respected. The club will respect the right of every member to hold political and other beliefs. Crystal Palace FC (Women) will not permit its members to impose and express their religious or political views upon others. In order to support the rights of individuals to worship freely or to hold beliefs, the club will:

[[[  
SEP]

Challenge religious intolerance. [[[  
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Adhere to guidelines and regulations including the Employment (Religion or Belief) Regulations 2003. [[[  
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Deal effectively and consistently with any harassment directed towards members practicing their chosen religion or belief. [[[  
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Support campaigns and activities for achieving full equality for people from all religions and beliefs

