

LINCOLN CITY SUPPORTERS SOCIETY LIMITED EQUALITY, DIVERSITY & INCLUSION POLICY

Introduction

Lincoln City Supporters Society Limited (the Society) is committed to the values of equality, diversity and inclusion in its organisation and among its Members.

Given the unique relationship the Society has with the Club and within the football community, it has a responsibility to set and apply such standards and values expected within the game.

Definitions

This document uses several terms which are defined in the Society Rules.

Overview

1. The purpose of this Policy is to ensure:
 - o equality, fairness and respect in all the Society's procedures and activities;
 - o the Society adheres to the principles of the Equality Act 2010 and the 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;
 - o the Society opposes and avoids all forms of unlawful discrimination: this includes Society activities, membership and dealing with grievances and discipline.

Implementation

2. The Society commits to:
 - o encourage equality, diversity and inclusion in everything it does;
 - o create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all;
 - o recognise and value individual differences and contributions;
 - o provide or obtain training for Board Members on the issues of equality, diversity and inclusion.

Visibility

3. This Policy was adopted pursuant to a resolution of the Society Board meeting held on 20th October 2022. All Board Members are aware of their responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this Policy.
4. This Policy will be published on the Society's website.

Commitments & Actions

5. The Society will provide information, materials or suitable training to Board Members to assist in the operation of this Policy.
6. The Society will immediately address issues and complaints about discrimination or a breach of this policy.
7. Investigations will be fair but may result in disciplinary action in line with the Society's current Disciplinary Policy.
8. The Society may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.
9. The Society requires its Board, volunteers and Members to behave appropriately in the context of representing the Society or the Club in all forms of communication.