

## DIVERSITY & INCLUSION CHARTER

### FOREWORD

Kilmarnock Football Club believes that all fans should feel welcome and safe at football regardless of age, gender, ethnicity, race, faith, disability or sexual orientation or any other equality characteristic.

Kilmarnock Football Club is committed to promoting equality, valuing diversity and combating unfair treatment throughout our organisation, supporters and staff.

We are absolutely committed to confronting and eliminating discrimination whilst at the same time promoting inclusion and celebrating diversity.

### EQUALITY & DIVERSITY STATEMENT

Kilmarnock Football Club is committed to promoting inclusion and to confronting and eliminating discrimination of any form whether by reason of race, religion, gender, marital or civil partner status, age, sexual orientation, pregnancy or maternity, disability, gender identity or trans status.

Kilmarnock Football Club will not tolerate any form of discrimination against any person and will take relevant action against employees, contractors or supporters who engage in discrimination and will create and maintain an organisation in which fairness, equality, anti-discrimination and diversity is maintained, promoted and enforced for the benefit of everyone.

Kilmarnock Football Club is an equal opportunities employer.

We aim to ensure that all employment decisions are taken, without reference to irrelevant or discriminatory criteria and that staff feel valued and are able to aspire to achieve their full potential.

### IMPLEMENTATION

The following steps will be taken to publicise this policy and promote equality in Kilmarnock FC:

A copy of this document will be published on the Club's website

The Directors of Kilmarnock FC will take overall accountability for ensuring that the policy is observed, as well as taking into account this policy, when arriving at all decisions in relation to activities of Kilmarnock FC.

The Club, through social media will implement regular surveys to assess the level of participation of different sections of the Community in the Club and will take into account the findings in developing measures to further promote and enhance equality in the club.

It will be a condition of working with Kilmarnock FC that suppliers, paid individuals and volunteers comply with this policy and support such measures that the Club may enforce to commit to this Policy.

The Board of Directors will review this policy at least every 3 years or when there is any change in legislation or should circumstances indicate a need ensuring compliance is maintained.

## COMPLAINTS & COMPLIANCE

Kilmarnock Football Club considers all forms of discrimination behaviour as unacceptable and encourages individuals to feel they are able to raise a grievance or complaint without any fear of any form of being victimised.

Action will be taken against any player, supporter, staff member, Board member, Volunteer, match day staff and any other person engaged with the Club who breach this Policy.

Any person who believes that they have been mistreated in any way in breach of this policy should in the first instance, complain to Joe Ireland, Safety Officer. If this does not resolve the matter, or in the case of the allegations of discriminatory behaviour against Kilmarnock Football Club itself, the person may raise the matter by writing directly to:

Cathy Jamieson, Director, Kilmarnock FC, BBSP Stadium, Rugby Park, Kilmarnock, KA1 2DP.

Kilmarnock FC will investigate the complaint and appoint a person within the club to do this. The investigation will be conducted impartially, in confidence and without delay. Any person against whom a complaint has been lodged will be informed of what has been alleged and will be given an opportunity to present their side.

All parties concerned will be advised in writing of the outcome of the investigation with the outcome being reported to the Board. If the outcome of the investigation reveals that unacceptable discriminatory behaviour has occurred, the Club may impose sanctions on that person or organisation. Sanctions may range from a written reminder concerning future conduct - to/or temporary or permanent expulsion from all activities the Club may be participating in. In deciding the appropriate sanction, the Board will consider the severity of the matter on a case-to-case basis and take into account the mitigating circumstance surrounding each case.

Where the breach of the Equality and Diversity Policy is by way of harassment, victimisation or discrimination and which may result in a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Kilmarnock Football Club is subject to allegations of unlawful discrimination in a court or tribunal, Kilmarnock FC will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to outcome, will consider taking action in relation to the matter concerned.

Adopted by the Board of Kilmarnock Football Club

Billy Bowzi

Phyllis McLean

Cathy Jones