LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

Est. 2021

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Equal Opportunities Policy

Lincolnshire Women's and Girls' Football League is committed to a policy of equal treatment of all members of staff of whatever level or authority – whether voluntary, part or full time – to abide and adhere to this general principle, and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality. All members of staff – whether voluntary, part, or full time – are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986, and the Disability Discrimination Act 1995. Specifically, discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirements for any reason whatsoever related to their membership, which are different from the requirements for others.
- Imposing on an individual's requirements which are, in effect, more onerous on that individual than they are on others. For example, this would include anyone applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual. o Harassment of an individual, by virtue of discrimination.
- Any other act – or omission of an act – which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the Clubs recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- The Lincolnshire Women And Girls' Football League commits itself to the immediate investigation of any claims of discrimination on the above grounds and, where such is found to be the case, then consequences and sanctions will be enforced by the Youth Football League in association with the Lincolnshire FA and Wembley FA.

Respect