**ANTI HARASSMENT AND DISCRIMINATION POLICY**

Elton & Walshaw JFC (EWJFC) is responsible for setting standards and values that apply throughout the club at every level. Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to confront and eliminate discrimination in all forms including but not limited to gender identity, sexuality, race, nationality, ethnicity, colour, religion or disability.

Equality of opportunity at EWJFC means that in all activities we will not discriminate or in any way treat people less favourably based on any of the factors named above.

This includes but not limited to:

* The advertisement for volunteers
* The selection of candidates for volunteers courses
* External coaching and education activities and awards
* Football development activities
* Selection for teams

EWJFC will not tolerate harassment or discriminatory behaviour of any kind, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. In addition, we do not tolerate any abuse of any match official.

As a club, our policy on a match day is a follows:

We will not stand for any abuse under any circumstances, whether it be from parents, coaches or players both from our club and the opposition.

1. In the first instance, the manager or match official will issue a warning to the person involved
2. If this continues, then we will ask for person to be removed from the facility.
3. If said person does not agree, then we will abandon the match.
4. If the abuse of such a nature that is deemed to be discriminatory, then we will go straight to step 2.

Grassroots football is extremely important to many members of the community, it allows us to educate children in the values of the club and we expect parents and coaches to have the same responsibility.