



Galway United FC Anti-Racism Policy

Overview of Policy

This policy lays out the Clubs aims/objectives and strategy to support an Anti-Racism environment for players, staff, volunteers and supporters.

Aim of Policy

This updated policy is designed to provide clarity to employees, stakeholders, supporters and everyone connected with Galway United Football Club ("The Club") on the club's attitude to issues of racial harassment, abuse or discrimination.

It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of the club.

We, as a club, recognise the importance of, and are committed to equity, diversity, equal opportunities, fair treatment and respect for all involved and employed in our club.

Scope of Policy

This policy covers employees, stakeholders, suppliers, supporters, the general public and everyone connected with Galway United Football Club ("The Club")

Anti-Racism

Definition of Racist Incident

Racial harassment is defined by the club to be any verbal, physical, written or visible abuse that is based on a person's race, ethnic background, colour, nationality, language or cultural background – and is considered to be unwanted, unacceptable and offensive to the person.

Relevant Legislation

- Galway United FC is committed to operating per the Employment Equality Act 1998 and the Equal Status Act 2000.
- The club will also follow all FAI Guidelines on the Reporting & Management of Racism & Discrimination in Football as laid out in the FAI Manual on this.

- Follow all FAI rules that set out the association's position concerning racism and discrimination.

Objectives of Policy

- To make all stakeholders aware of the club's zero-tolerance approach to racism.
- To value diversity, commit to equality, provide dignity and respect and sport for all.

Football Social Responsibility – What the Club will do

Galway United Football Club supports the aims and principles of the 2024 Licencing Manual Football Social Responsibility (FSR) strategy. Our Anti-Racism commitments will be demonstrated by the Club in a variety of ways:

1. By placing articles in the matchday programme.
2. Making proactive pre-match public announcements via the public address system.
3. By offering the tangible support of its players and officials in the form of club publicity which can be distributed to supporters or placed in a prominent viewing position within the ground.
4. By incorporation of a clear policy against racism within the club.
5. The exclusion of racist material from within the stadium and its immediate surroundings.

Link to UEFA/FAI Sustainability Strategy

The policy links with the FAI Sustainability Strategy for all areas including Equality, Diversity and Inclusion. It also aims to promote the health and well-being of all employees, spectators and the general public, in addition to creating a safe environment for the Club and its employees, volunteers and supporters to operate in.

Galway United Football Club will support the UEFA Ten Point Plan of Action for Professional Football Clubs as per their Sustainability Strategy (Human Rights and the Environment) as follows:

1. Galway United FC will not tolerate racism spelling out the action it will take against those engaged in racist chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.
2. Galway United FC will make public address announcements condemning racist chanting at matches.
3. Galway United FC makes it a condition of season ticket holders that they do not take part in racist abuse.
4. Galway United FC will take action to prevent the sale of racist literature inside and outside the ground.
5. Galway United FC will take disciplinary action against players who engage in racial abuse.
6. Galway United FC will encourage a common strategy between stewards and police for dealing with racist abuse.
7. Galway United FC will remove all racist graffiti from the ground as a matter of urgency.

Sanctions

- Proven racial harassment or abuse will lead to action being taken against employees and volunteers. Similarly, such behaviour by spectators will be reported to the police and may result in a life ban from the club. The club will give their full support to the police in any criminal actions.
- All employees have a responsibility to make it clear that such behaviour by anyone connected with the club is unacceptable.
- Managers are required to investigate and produce a written report of all cases of reported racial harassment. This report must be provided to the GUFC board of directors. Thereafter, the club may decide how best to resolve the issue or investigate it further.

Training

Training on the content of this policy will be provided to all volunteers and employees to educate them on the commitments the Club has made to meet its environmental requirements. This has taken place during the 2025 season and regularly thereafter to update any changes made. An anti-racism expert will be consulted to undertake or assist with the training as required.

This policy will also be emailed to all employees and registered volunteers of the club and will be made public via the club's website.

General Notes

This policy will be enforced by the Galway United Board of Directors and shall be subject to regular auditing and annual reviews by the annual reviews by the club's Sustainability Advisory Committee.

Policy Sign-Off:

Alan Brett



Social and Environmental Sustainability Officer