



Galway United FC Equality and Inclusion Policy

Overview of Policy

This policy lays out the Clubs aims/objectives and strategy to support an equal and inclusive 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")

Equality and Inclusion

The purpose of this section of the policy is to demonstrate equality, fairness, and dignity to all employees, volunteers, supporters, the general public and anyone else with whom we have contact. The Club will not unlawfully discriminate against anyone on the grounds of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexual orientation, responsibility for dependents, religion, religious beliefs, trade union activity, political beliefs, or age.

This policy entails taking practical steps to promote a working and footballing environment where everyone is treated with dignity and respect, free from discrimination and harassment. All employees, volunteers and supporters are expected to co-operate in making this policy

effective and are expected to adhere to it and report any breaches of the policy, whether actual or perceived, to the person to whom they report. Any incidents of this policy being breached in any form will be treated very seriously. All allegations or incidents will be investigated, and behaviour found to be discriminatory, bullying, or harassing in nature will result in disciplinary action being taken, up to and including, dismissal.

Relevant Legislation

- Galway United FC is committed to promoting Equality and Inclusion by operating per the Employment Equality Act 1998 and the Equal Status Act 2000.
- Follow all FAI rules that set out the association's position concerning discrimination.
- This policy will comply with the FAI Handbook's Regulation 11: Anti-discrimination policy for football and Regulation 15: Racism/Discrimination.

Objectives of Policy

- To make all stakeholders aware of the club's Equality and Inclusion stance.
- To raise awareness of equality through sport.
- To continually monitor the club's activities and action plans.
- To adopt a planned approach to eliminating barriers which discriminate against target groups.
- To ensure that no one attending the club receives any less favourable treatment than anyone else.
- To demonstrate good practice, working collaboratively with community partners.
- 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 Equality and Inclusion support will be demonstrated by the Club in a variety of ways:

1. By placing articles in the matchday programme.
2. 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.
3. By incorporation of a clear policy for equality and inclusion within the club.

4. The exclusion of anti-Equality and Inclusion material from within the stadium and its immediate surroundings.
5. By accepting volunteers of all abilities, to allow them to integrate into the community and feel valued and have a purpose.

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 anti-EDI instances- action will be taken against any employee, volunteer or supporter who engage in these instances. These zero-tolerance statements will be printed in all match programmes and displayed permanently and prominently around the ground.
2. Galway United FC will make public address announcements condemning anti-EDI chanting at matches.
3. Galway United FC makes it a condition of season ticket holders that they do not take part in any form of anti-EDI.
4. Galway United FC will take action to prevent the sale of any form of anti-EDI literature inside and outside the ground.
5. Galway United FC will take disciplinary action against players who engage in anti-EDI practices.
6. Galway United FC will encourage a common strategy between stewards and police for dealing with anti-EDI incidents.

Sanctions

- Proven anti-EDI abuse will lead to action being taken against employees and volunteers. Similarly, such behaviour by a spectator 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 anti-EDI 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 is 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 will continue as necessary thereafter to update any changes made.

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 club's Sustainability Advisory Committee.

Policy Sign-Off:

Alan Brett

A handwritten signature in blue ink, appearing to read 'Abrett', is written over a light blue rectangular background.

Social and Environmental Sustainability Officer