



CASA España

Equality, Diversity & Inclusion (EDI) Policy

1. Introduction

CASA España (Charlton Athletic Supporters Association – Spain) is committed to promoting equality, celebrating diversity, and fostering an inclusive environment for all members.

This policy sets out our commitment to ensuring that everyone feels welcome, respected, and valued within the Association.

2. Our Commitment

CASA España will:

- **Provide equal access to membership and participation**
 - **Promote fairness, respect, and dignity for all**
 - **Challenge discrimination and exclusion**
 - **Create an inclusive environment for supporters from all backgrounds**
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3. Scope

This policy applies to:

- **All members**
 - **Committee members**
 - **Volunteers**
 - **Events, communications, and online platforms**
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4. Protected Characteristics

CASA España does not tolerate discrimination based on:

- **Race or ethnicity**
 - **Nationality**
 - **Gender or gender identity**
 - **Sexual orientation**
 - **Age**
 - **Disability**
 - **Religion or belief**
 - **Any other protected characteristic**
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5. Inclusive Culture

We aim to:

- **Encourage participation from both UK and Spanish supporters**
 - **Promote a welcoming atmosphere at all events**
 - **Celebrate cultural diversity**
 - **Ensure all voices are heard and respected**
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6. Responsibilities

6.1 Committee

The Committee will:

- **Lead by example**
- **Promote inclusive practices**
- **Address any breaches of this policy**



6.2 Members

Members must:

- Treat others with respect
 - Avoid discriminatory or offensive behaviour
 - Support an inclusive environment
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7. Reporting Concerns

Any concerns relating to discrimination or exclusion should be reported to the Committee.

All reports will be:

- Taken seriously
 - Handled confidentially
 - Investigated fairly
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8. Breaches

Breaches of this policy may result in:

- Warning
 - Suspension
 - Termination of membership
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9. Monitoring & Review

This policy will be reviewed periodically to ensure it remains effective and relevant.

Governance Statement

CASA España is committed to equality, diversity, and inclusion, ensuring that all supporters feel part of one club, one passion, and one community.