



Equality, Diversity and Inclusion Statement

Crystal Palace Independent Supporters Association (CPISA) will strive to ensure that our committee is welcoming and truly representative of our fan base and that committee members feel respected and able to give their best.

CPISA Commitments & Actions

We are committed to ensuring that we:

- Encourage equality, diversity and inclusion in everything we do.
- Adhere to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of unlawful discrimination and harassment both within our committee and in our dealings with individuals and other organisations
Encourage equality, diversity and inclusion in everything we do.
- Provide information, materials or suitable training to the Committee to assist in the operation of this policy.
- Publish this document on our website
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- Immediately address issues and complaints about discrimination or a breach of this policy.

In addition:

- Any investigations required will be fair and may ultimately result in action to remove from committee or terminate membership
- The organisation may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.
- The organisation requires its committee, volunteers and members to behave appropriately in the context of representing the organisation
- The organisation may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.