



## **DIVERSITY, EQUALITY AND INCLUSION POLICY**

Invergordon Football Club (the Club) actively promotes Diversity, Equality and inclusion in our behaviour, values and practises.

The Club believes that football is for everyone and should be enjoyed by participants at all levels whether as a player, official, staff member or spectator. The Club aims, therefore, to encapsulate people in a way that encourages positive change, allows people to feel valued and improve the lives and experiences of our fans and wider community of which the Club plays such an important part.

As supporters of Invergordon Football Club, we are one family, and regardless of the background, it is fundamental to our values that everyone should be made to feel welcome as supporters of this Club. We are committed, therefore, to confronting and eradicating any form of discrimination, whether it is of race (including ethnic origin, colour, nationality and national origin), religion or belief, sex, sexual orientation, marital or civil partner status, age, pregnancy or maternity, disability or gender reassignment. (Protected characteristics outlined within the Equality Act 2010).

We ensure that we treat everyone fairly and with respect, and that we provide access and opportunities for all members of the community to enjoy their matchday experience with us.

At Invergordon FC, we are proud to represent every part of our diverse community and for those that don't share these views, we will not compromise on our values.

### **OUR STANCE**

- We have zero-tolerance towards discriminatory language, abuse, chanting and behaviour of any kind.
- We expect our community to behave towards others in a manner consistent with principles of fairness, respect and tolerance.
- We find hateful behaviour based on any form of discrimination wholly unacceptable.
- We don't want you at Invergordon FC if you can't accept that, or if you behave in a manner that is incompatible with these values.

### **IN THE FIRST INSTANCE**

- We encourage you, if you see or hear racist, sexist, homophobic, or other behaviour of hate or division to use any of our reporting mechanisms. Collecting evidence quickly and efficiently allows us the best chance to deal with any incidents:
  - Please report what you see or experience to any of our match day stewards or committee members.
  - Alternatively email [mandy.mackenzie123@btinternet.com](mailto:mandy.mackenzie123@btinternet.com) with as much detail as possible.

### **OUR PROMISE TO YOU**

- We will thoroughly investigate such incidents and any behaviour from an individual or group, which is calculated to divide our fans and community, or cause trouble.
  - We will deal with this appropriately and expediently, which may result in a banning order or ejection from our ground.
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## **Unacceptable Behaviour Policy 2026**

Invergordon have a duty to ensure its players, officials, supporters and anyone else connected with the Club, do not engage in any conduct deemed unacceptable.

This applies to all our home games at Invergordon recreation ground or at any game played away from home.

Definition of unacceptable conduct covers conduct which is violent and/or disorderly.

### **Violent Conduct covers**

Actual, attempted or threatened violence against a person and/or intentional damage to property.

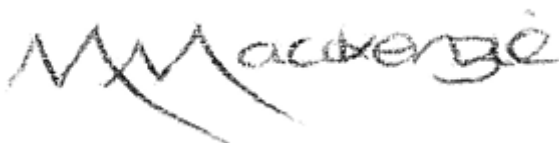
### **Disorderly Conduct includes**

1. Conduct which is designed to stir up or sustain hatred against a group of people based on their membership or presumed membership of the following defined groups or categories
  - a) Female or male gender
  - b) Colour, race, nationality, ethnic or national group
  - c) Membership of a religious group or a group with perceived religious affiliation
  - d) Sexual orientation
  - e) Transgender identity
  - f) Disability
2. The use of threatening, abusive or insulting words
3. The display written or other visual display which is deemed threatening, abusive or insulting  
Invergordon accepts its responsibilities to ensure these rules are adhered to and will not tolerate any behaviour deemed unacceptable under these rules.

Any Invergordon official, employee or anyone else connected with the club, who engages in such unacceptable behaviour, will be dealt with under the Clubs internal code of discipline.

Any supporter who engages in such behaviour will be liable for sanctions imposed by the Club, which could include withdrawal of season ticket, exclusion from any Invergordon game, or in a case of persistent offending, an application being made towards obtaining a football banning order.

Invergordon will work closely with the Police Service of Scotland in relation to enquiries in this respect as and when required.

A handwritten signature in black ink, appearing to read 'Mandy MacKenzie', with a stylized flourish at the end.

**Mandy MacKenzie- Club Secretary – 13/02/3026**