

CITY OF LIVERPOOL FOOTBALL CLUB - EQUALITY and INCLUSION POLICY

The aim of this policy is to promote City of Liverpool Football Club's equality and inclusion objectives and, in doing so, help to ensure that members, supporters, players, volunteers, staff, directors, community participants and all other people engaged with the club's activities are treated fairly and with respect.

All members of City of Liverpool FC must accept and adhere to this policy and to the requirements of the Equality Act 2010. The club is unequivocally committed to promoting equality and inclusion and to confronting and eliminating discrimination and prejudice, and in particular discrimination and prejudice in respect of the following 'Protected Characteristics' outlined within the Equality Act 2010;

- Age
- Disability
- Sex
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

City of Liverpool FC will ensure that it treats everyone fairly and with respect and that it will provide opportunities for people from all backgrounds to participate in its activities. All people engaged with the club's activities can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to engage with the club in an environment free from discrimination and prejudice.

The club is committed to equality, inclusion, anti-discrimination and, specifically, to the promotion of equality and inclusion in football. To this end, City of Liverpool FC will robustly challenge discriminatory behaviours that occur within the club's jurisdiction and will not accept actions that may create a hostile environment for those that we seek to include.

The club's jurisdiction in respect of this policy will include, but not necessarily be limited to, official club media and social media platforms, stadia and other premises in which the club is officially represented, and any use of the club's name, abbreviations of the club's name, the club badge or images representing or, in the opinion of the Board of Directors, reasonably construed as representing City of Liverpool FC or its members.

In pursuit of equality and inclusion, City of Liverpool FC will work to raise awareness, inform and educate, investigate concerns and complaints, widen diversity, create opportunities for under-represented groups and individuals, and work to promote diverse role models.

City of Liverpool FC's Equality and Inclusion Policy will be published on the club's website and will be circulated to all directors and staff. It will be a condition of membership of, of working for, and working with City of Liverpool FC that all stakeholders commit to act and behave in accordance with the principles of Equality and Inclusion.

Appropriate disciplinary action will be taken against any member, supporter, director, volunteer or employee who is found to violate this Equality and Inclusion Policy. Disciplinary action may include expulsion from membership in line with Rule 24 of the club's constitution.

Any correspondence in respect of this policy should be addressed to The Company Secretary.