

Oxford United Supporters' Panel

EQUALITY, DIVERSITY & INCLUSION POLICY

1. Introduction

Oxford United Supporters' Panel is committed to the values of equality, diversity and inclusion.

Given the unique relationship we have with the club and within the football community, we have a responsibility to set and apply such standards and values expected within the game. The Panel opposes and avoids all forms of unlawful discrimination. This includes supporters' panel business, and when dealing with grievances and discipline.

The purpose of this policy is to ensure equality, fairness and respect in all our procedures and activities, and adherence 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.

2. Implementation and Action

The Supporters' Panel commits to:

- Encourage equality, diversity and inclusion in everything we do
- Create an environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all
- Recognise and value individual differences and contributions
- Provide or obtain information, materials or suitable training for panel representatives on the issues of equality, diversity and inclusion
- Promptly address issues and complaints about discrimination or a breach of this policy, and carry out fair Investigations which may result in disciplinary action
- Report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise

3. Visibility

- A copy of this document will be signed by all appointed and new supporters' panel representatives to ensure they are aware of their responsibility to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy
- This policy will be published on our webpage <https://www.oufc.co.uk/club/supporters-panel/>