



Cobh Ramblers FC

St Colmans Park

Cobh, Co Cork

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Anti-Discrimination Policy in Football Cobh Ramblers AFC

Equality & Inclusion

1. As a club playing in the League of Ireland, we feel we are responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to confront and eliminate discrimination whether by reason of race, nationality, gender, sexual orientation, ethnic origin, colour, religion, or disability.
2. Cobh Ramblers AFC is committed to Equality and Inclusion across all aspects of our club.
3. Cobh Ramblers AFC is an equal opportunities employer. We are committed to equality of opportunity within the organisation and to encouraging similar commitment for every organisation or individual acting within the game.
4. Equality of opportunity at Cobh Ramblers AFC means that in all our activities we shall not discriminate or in any way treat anyone less favourably, on grounds of race, nationality, gender, sexual orientation, ethnic origin, colour, religion or disability. This includes:
 - Appointment to honorary positions.
 - Advertisement of jobs.
 - Job location or working environment.
 - Selection of candidates for employment or promotion.
 - Pay and employment terms and conditions.
 - Internal training and development activities.
 - Football development activities.
 - Selection for representative teams.

4. Cobh Ramblers shall not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and shall work to ensure that such behaviour is met with appropriate disciplinary action in whatever context it occurs.
5. Cobh Ramblers is committed to the development of a programme of ongoing training and awareness raising events and activities to promote the eradication of discrimination within our organisation and in the wider context of football.

Next Review date: 21/09/2024

Signed: *Bill O Leary*
(Chairperson)