



Cobh Ramblers FC

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ANTI-RACISM POLICY

COBH RAMBLERS AFC

This policy is designed to provide clarity to employees, stakeholders, supporters, and everyone connected with Cobh Ramblers Association Football Club (“the club”) on the club’s attitude to issues of racial harassment, abuse, or discrimination.

Cobh Ramblers Association Football Club operates a zero-tolerance policy towards racism. It aims to create and maintain an environment for staff, members and spectators, free from racial harassment, abuse and violence.

Cobh Ramblers AFC is committed to a policy of equal treatment to all its members, volunteers and club officials and requires all its members to abide by and adhere to the policies and the requirements of the relevant legislation – Employment Equality Act 1998 & 2004, Equal Status Act 2000-2004, Prohibition of Incitement to Hatred Act 1989 as well as any changes to these acts and any new legislations which are published.

1. Everyone connected with the Club has a responsibility to prevent racist behaviour and as such, are responsible not only for their behaviour but that of others.
2. Proven racist harassment, abuse or violence by an employee will result in disciplinary action by the Club and, if appropriate, action by An Garda Síochána. Similarly, such behaviour by a spectator or club member will result in a lifetime ban from the Club. The Club will encourage and be fully supportive of any criminal investigation.

3. Club employees, especially security staff, are obliged to report all racist incidents to the club, or to An Garda Siochana. It is NOT the sole responsibility of the victim of such abuse to initiate action. Racial abuse or racist behaviour of any kind is itself the trigger for action.

DEFINITION OF A RACIST INCIDENT

A racist incident is any incident that is perceived to be racist by the victim, or by any other person **RACIAL HARASSMENT** Racial harassment is any verbal, physical, written or visible abuse that is aggravated by the race, ethnic background, nationality, language, skin colour or cultural background of a person and is unacceptable and offensive to that person. Examples of racial harassment include:

- **PHYSICAL:** Intimidating gestures, physical violence or assault or the threat of the above, because of a persons' race or ethnicity.
- **VERBAL:** Derogatory remarks about a person's skin colour, nationality or appearance, unwelcome remarks about a person's cultural observances or racist jokes.
- **NON-VERBAL:** Graffiti of a racial nature, defacing notices or posters, negative stereotyping of a particular ethnic or national group or written threats of a racist nature. There is no such thing as unintentional harassment. The key characteristics are that the behaviour is unacceptable to the recipient.

NEXT REVIEW DATE: 21/09/2024

Signed: *Billy O'Leary*

Billy O'Leary (Chairperson)