

Newcastle Vikings American Football Policy Statement

Equal Opportunities Policy

Newcastle Vikings American Football Team is actively opposed to all forms of discrimination against its users because of their;

Age	Appearance	Caste
Care Responsibilities	Conviction	Class
Gender	HIV status	Long Term Illness
Immigration Status	Marital Status	Nationality
Physical Ability	Political Beliefs	Race / Ethnicity
Religion	Sexual Orientation	Trade Union Activity

- Newcastle Vikings American Football Team is committed to delivering services that are accessible to everyone and recognises that many people may face discrimination
- Newcastle Vikings American Football Team will introduce measures to combat all direct and indirect discrimination in the work place
- Newcastle Vikings American Football Team will ensure that our Management Committee is representative of the target community
- If anyone feels that Newcastle Vikings American Football Team has failed to meet the values contained in this statement, they will be encouraged to use our complaints procedure. Their complaint will be dealt with as a “serious complaint” justifying the involvement of the Management Committee.
- This statement will be displayed in all Newcastle Vikings American Football Team literature
- Newcastle Vikings American Football Team will endeavour to ensure that its services are made known to those individuals most requiring our services.
- Newcastle Vikings American Football Team monitors use of our service, at all times having regard to our policy on confidentiality.
- If a member of staff or a young person encounters any discriminatory comments or behaviour they have the authority from the Management Committee to inform the person that Newcastle Vikings American Football Team advocates an Equal Opportunity Policy, which does not tolerate discrimination of any kind.
- If the individual does not refrain from such behaviour the individual will be passed on to Club Welfare Officer(member of the Management Committee with responsibility for dealing with this issue)
- Newcastle Vikings American Football Team will point out to the individual that it is our policy not to discriminate in any way
- Newcastle Vikings American Football Team will also offer to give the individual a copy of the Equal Opportunities Policy for clarification
- If the individual refuses to cease to display behaviour / curb comments that are of a discriminatory nature, Newcastle Vikings American Football Team has the authority to withdraw our services from the said individual.
- Members and staff of the Newcastle Vikings American Football Team will report all such incidents to the Chair of Management Committee.
- Anyone who wishes to make a complaint if they feel Newcastle Vikings American Football Team has not followed the Equal Opportunities Policy will be directed towards our standard complaints procedure.