

# NAIRN COUNTY FOOTBALL CLUB LTD



## UNACCEPTABLE CONDUCT POLICY

### Policy Intent

NAIRN COUNTY FOOTBALL CLUB states its intent to provide a safe and enjoyable environment for its Employees, Volunteers, Players, Supporters and are who interact with the club. To this end we undertake to prevent, confront and resolve incidents of harassment, abuse or disorderly conduct in whichever manner it is revealed.

### Nature of Unacceptable Conduct

For the purposes of this Policy unacceptable conduct is defined through any of the following criteria;

- Violent conduct, either conducted, attempted or threatened against a person, persons or property.
- Abuse either physical or verbal against an individual or group on grounds of :
  - Gender
  - Race
  - Sexuality
  - Religion
  - Nationality
  - Disability
  - Membership of a group or Cultural affiliation
  - Any other behaviour deemed socially unacceptable by Matchday stewards.

### Matchday Policy

In this regard, anyone found by a Matchday Steward or other Official Representative of Nairn County Football Club to be in breach of this policy will be requested to leave the premises immediately. Failure to comply with this request will result in the Police being asked to remove the individual. Should this person be found to be a supporter of Nairn County Football Club they may face an immediate ban from all Nairn County activities for a length of time determined by the Management Committee of Nairn County Football Club. Supporters witnessing a breach of this policy are encouraged to report it immediately to a Matchday Steward or Committee member so that appropriate and swift remedial action may be taken.

### Employees & Volunteers

All Employees and Volunteers associated with the activities of Nairn County Football Club are made aware of their responsibilities under this Policy in upholding standards of conduct. Employees and Volunteers are encouraged to report any breaches of this policy they observe so that the appropriate disciplinary actions may be proceeded. Any Employee or Volunteer associated with the Club found be in breach of this policy face immediate disciplinary action and potential dismissal from Club services as per our standard Disciplinary Procedure.

### Racism

Nairn County Football Club is committed to the eradication of all forms of Racial abuse in football. As such we are fully observant of Scottish Football Association regulations and are supporters and implementers of the 'Show Racism The Red Card' initiative ([www.srtrc.org/scotland](http://www.srtrc.org/scotland)). Nairn County encourages all Players, Supporters, Committee and all associated with the club to support and assist us in our efforts to ensure that Racism is removed from the game. Any person found to be engaging in racist activity of any sort with Station Park or Nairn Countys external activities will immediately be asked to leave and their activities reported to the Police.

### Sectarianism

Nairn County are supportive of the Scottish Football Associations regulations with regards to Sectarianism ([www.kickoutbigotry.org.pledge](http://www.kickoutbigotry.org.pledge)) Any person found to be engaging in sectarian abuse within Station Park will be asked to leave immediately and may have their actions referred to the Police.