

# DUNDEE UNITED FOOTBALL COMPANY LIMITED

## ANTI RACISM POLICY

**This policy is designed to provide clarity to employees, stakeholders, supporters and everyone connected with Dundee United Football Company Limited (“The Club”) on the Club’s attitude to issues of racial harassment and abuse. It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of Dundee United.**

1. The Club condemns racism in any form, either on or off the pitch. The Club aims to create and maintain a working and spectating environment free from racial harassment and abuse. Everyone connected with the Club has a responsibility to prevent racial harassment or abuse.
2. A racist incident is defined by the Club as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by the Club to be any verbal, physical, written or visible abuse that is based on a person’s race, ethnic background, colour, nationality, language or cultural background – and is considered to be unwanted, unacceptable and offensive to the person.
3. Proven racial harassment or abuse will lead to action being taken against employees. Similarly, such behaviour by a spectator will be reported to the police and may result in a life ban from the Club. The Club will give their full support to the police in any criminal actions.
4. All employees have a responsibility to make it clear that such behaviour by anyone connected with the Club is unacceptable.
5. Line managers are required to investigate and produce a written report of all cases of reported racial harassment. This report must be provided to the General Manager for consideration by the Board of Directors. Thereafter, the Club may decide to attempt to resolve the issue informally, through mediation and/or in confidence.
6. Should the Club decide to deal with the issue on a formal basis, the employee making the allegations should provide a written statement. The person(s) complained about should be offered the opportunity of providing a verbal or written statement. They should also be advised to seek legal advice at their own expense, or use the services of their trade union.
7. Any employee found guilty of racially harassing another employee, or any other person, is liable to disciplinary action. The normal disciplinary process will apply. Depending on the circumstances, consideration will be given to reporting the matter to the police.
8. Supporters will also be informed on a regular basis that racist taunts and abusive or threatening behaviour will not be tolerated by the Club and will be encouraged to condemn and report such behaviour.
9. Any supporters (home or visiting) behaving in this way will be detained by stewards, passed to the police and may be arrested. Season ticket holders detained for such a reason, face having their season ticket revoked and all spectators detained in this way face a life ban from the stadium.