

Inverness Caledonian Thistle FC Equal Opportunities Policy



Inverness Caledonian Thistle Football Club is committed to the development of positive policies to promote equal opportunity in all of its activities.

ICTFC is an equal opportunities employer and will abide and adhere to the requirements of the Codes of Practice issued by the Government Equalities Office and Department for Culture, Media and Sport and opposes all forms of unlawful or unfair discrimination. No spectator, guest, contractor, potential employee or member of staff shall receive less favourable treatment than others.

ICTFC's recruitment, selection, promotion and training processes, as well as disciplinary matters, will be determined solely by the application of an objective assessment of personal performance and ability.

All employees and members of staff are expected to comply with the Equality Act 2010 at all times.

Discrimination is defined as:

- Treating any individual on grounds of age, gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from others.
- Imposing on an individual requirements or conditions which are in effect more onerous on that individual than they are on others.
- No individual will be placed at a disadvantage by requirements or conditions which cannot be shown to be necessary to the satisfactory conduct of the job or task.
- Victimisation or harassment of an individual by virtue of discrimination.
- Any other act or omission of an act which has the effect of disadvantaging an individual against another, or others, purely on the above grounds.

ICTFC will immediately investigate of any claims of discrimination on any of the above grounds. Any employee or member of staff found guilty of discrimination will be dealt with under the club's internal disciplinary procedures.

Scot Gardiner
ICTFC CEO
October 2020