Inverness Caledonian Thistle FC

Anti Racism Policy

This policy provides clarity to supporters, employees, members of staff, stakeholders and anyone connected with Inverness Caledonian Thistle Football Club ("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 the Club.

ICTFC 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.

Supporters will 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.

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 victim or complainant.

Proven racial harassment or abuse will lead to action being taken against spectators, will be reported to the police and may result in criminal proceedings. In addition to any punishment handed out by the Courts, offenders will be subject to the Club's Disciplinary process which may result in a life ban from the Club. The Club will give their full support to the police in any criminal actions.

All employees have a responsibility to make it clear that such behaviour by anyone connected with the Club is unacceptable. Any employee found guilty of racially harassing another employee or any other person will be liable to internal disciplinary proceedings which may include reporting the matter to the police.

Charlie Christie
Chief Executive Officer
October 2026