



LB Football Academy Equality Policy

THE FOOTBALL ASSOCIATION EQUALITY POLICY

The academy is in full support of the Human Rights Act 1981 of Bermuda law. We understand the importance of taking such measures to ensure that all are fairly selected to participate and are welcomed.

The academy coaches and all involved are responsible for upholding the standards and values to apply throughout the academy at every level. Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the academy is equally accessible to all. All Participants should abide and adhere to this policy and to the requirements of the Human Rights Act 1981.

The academy's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, color, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

This policy is fully supported by all within the LB Football Academy, and administration is responsible for the implementation of this policy. The academy will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities for the most part.

It is stated 'for the most part' because we are not a community club which takes every child that wants to sign up. We are an academy that aims to take on those players that meet a certain criteria and standard that correlates with our philosophy. Though, all that are ready for the intense training and high-level standard, will be given a shot.

We will not tolerate harassment, including sexual harassment, bullying, abuse or victimization of a Participant, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal.

We will work to ensure that such behavior is met with appropriate action in whatever context it occurs. The academy commits itself to the immediate investigation of any allegation, when it is brought to our attention, of discrimination and where such is found to be the case, the academy will require that the practice stop and impose sanctions as appropriate.

We are committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models are all key actions to promote inclusion and eradicate discrimination within football.

Signed and Acknowledged by:

Leo Burgess

Ceo of LB Football Academy