

International Federation of American Football

Equality, Diversity and Inclusion

Equality

IFAF considers this as being about treating all people with dignity and respect, paying due regard to their personal characteristics or circumstances. It is about delivering fairness, equality of access and addressing inequalities so that anyone within society can engage in football.

Diversity

IFAF considers this as recognising and valuing the differences in individuals and groups.

Inclusion

IFAF considers this as positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential.

The IFAF Executive Board believes it is imperative to ensure everyone connected with football around the world understands the importance of Equality, Diversity and Inclusion.

The aim, through IFAF's work, from events to education, is to create an environment in which there is equality of opportunity and where people treat each other with mutual respect.

This policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against members that may preclude them from participating fully in any aspect of IFAF's activities.

IFAF Commitment

Delivering for football

IFAF is fully committed to the principle of equality opportunity and is responsible for ensuring that no person, whether acting for IFAF or seeking to act for IFAF (referred to as members) are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation (collectively known as Protected Characteristics *as defined in the 2010 Equality Act in the United Kingdom*)

*Please note that IFAF is currently registered in France.

IFAF aims to ensure that there will be open access to all those who wish to participate in any aspect of football activities at meetings or events and those members are treated fairly, equally and with respect.

IFAF also recognises that we live in a diverse society and will endeavour to ensure that all members are given the same opportunities regardless of their socio-economic backgrounds.

Within the organisation IFAF is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. Equality sits at the heart of IFAF's behaviour and values.

IFAF requires all its member national federations to adopt and/or demonstrate their commitment to the principles and practice of equality as set out in this Equality and Diversity Policy by implementing policies and practices which are consistent with the values contained herein.

This policy sits alongside all other IFAF policies, codes and regulations including and adherence will be managed through IFAF Disciplinary and Dispute Resolution Regulations.

Discrimination, Victimisation and Harassment

Providing a supportive environment

IFAF recognises the following as being unacceptable:

Unlawful discrimination, which can take the following forms:

Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic.

Such requirements or conditions are lawful only if they can be objectively justified.

Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct.

Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.

Each of these is considered as an act of misconduct and anyone found guilty.

Policy Implementation

Communicating and delivering the policy

The following responsibilities will apply:

The Executive Board is responsible for ensuring that this Equality and Diversity Policy implemented and reviewed when appropriate. The Board is also responsible for ensuring that this policy is enforced and any breaches are dealt with appropriately. The Managing Director has overall responsibility for the implementation of this policy although this will be managed by the Board or a sub-committee of the Board;

A member of the Executive Board will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into consideration when making decisions.

All members, have responsibilities to respect, follow and promote the spirit and intentions of this policy.

This Equality and Diversity Policy will be implemented as follows:

IFAF will regularly review its recruitment and appointment processes to ensure good practice.

No applicant for any post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination;

All members and partner organisations will be required to adhere to this policy. It will be referred to in all contracts and agreements.

Policy Implementation

Communicating and delivering the policy

This Equality and Diversity Policy will be communicated and acted upon in the following ways:

The policy will be highlighted in all staff and volunteer inductions carried out by or on behalf of IFAF.

A copy of this policy will be publicly available on IFAF website.

All Members will be made aware of the Policy and will be required to adhere to it as a condition of organising or hosting an IFAF event.

IFAF will promote continuing professional development for all members to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, adapted conditions, equipment or training.

IFAF will review, maintain and monitor an equality action plan to ensure the objectives of this Equality and Diversity Policy are consistently delivered throughout all areas of the organisation.

IFAF recognises that, in some cases, to further the principle of equality, an unequal distribution of resources is required. If appropriate, and proportionate, the Executive Board may take positive action or introduce special measures to assist any group with a Protected Characteristic which is currently under-represented within any group of members.

IFAF considers football to be gender-affected. As such, specific guidance is issued on transgender players.

This policy will be reviewed every two years, unless any proposal to the Executive Board or legislation change requires an interim review and/or amendment.

This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn.

The equality action plan, created to ensure the objectives of this Equality and Diversity Policy are delivered, will be reviewed by the Board not less than once a year.

Grievance, Discipline and Adjustment

Addressing unacceptable behaviours and providing a supportive environment

IFAF recognises that a working environment needs to meet the needs of a diverse range of people. When any decision regarding reasonable adjustments is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

IFAF recognises that it has a duty to make reasonable adjustments for disabled persons. IFAF will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members to implement any adjustments that will enable them to participate more fully in football related activities.

In addition, when acting as a service provider, IFAF and its partners have an obligation to think ahead and address any barriers that may impede disabled people from accessing its services and events.

To safeguard individual rights under this policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of it may raise the matter through the appropriate procedure, either the employee grievance procedure or the Discipline and Dispute Resolution Regulations.

Appropriate disciplinary action will be taken under the Discipline and Dispute Resolution Regulations against any IFAF member who violates this policy at any activity which falls under the auspices of IFAF

An individual raising a grievance under this policy will not be penalised for doing so unless it is untrue or is not made in good faith.

As with all disciplinary and grievance procedures, the final point of appeal relating to this policy is the appeal panel under IFAF Discipline, Dispute and Resolution Regulations.