



## **RACIAL DISCRIMINATION POLICY**

### **Introduction**

The Equality Act 2010 says you **MUST NOT** be discriminated against because of your race and defines race as a protected characteristic. The Equality Act 2010 defines race as your colour, nationality (including your citizenship).

Racial discrimination is when you are treated differently because of your race, the treatment could be a one-off action such as a remark or comment, or the result of a rule or policy based on race.

There are four main types of racial discrimination:

### **Direct discrimination**

If someone treats you differently than someone in the same situation because of your race.

### **Indirect discrimination**

If a policy or particular way of working puts people of different racial groups at a disadvantage.

### **Harassment**

Can occur when someone makes you feel humiliated, offended or degraded by their words or actions.

### **Victimisation**

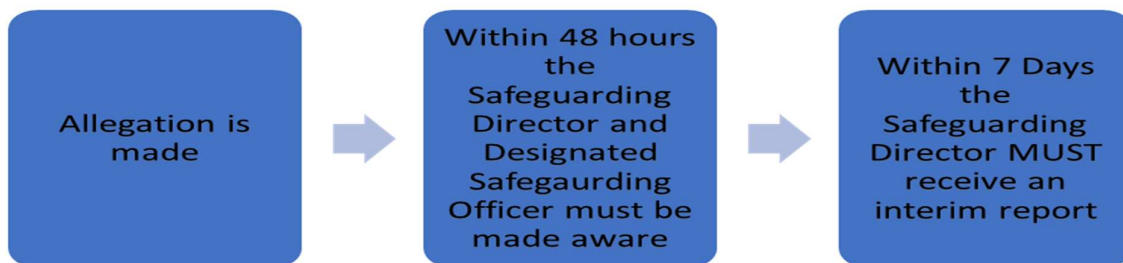
Can occur if you are treated badly or unfairly for raising a concern, for example if you have questioned a policy.

## Policy

The EIHA is committed to eliminating racial discrimination in our sport and racial abuse of any kind has no place within our clubs, we are therefore taking a zero tolerance stance. All incidents of racial discrimination must be dealt with in a time critical manner. In the first instance the Club Designated Safeguarding Officer must be made aware as soon as possible, followed by the Director of Safeguarding.

## Procedure

Any allegation of racial abuse to a player, referee, coach, manager or other EIHA needs to be dealt with immediately and reported following the flow chart below.



- Any person who indicates they have been racially abused must be supported by the club officials.
- Clubs must take on board the seriousness of the allegations and while not be able to prove or disprove what has happened, must speak to all players, referees, coaches, manager and officials about conduct and specifically racist abuse and they should be informed that it will not be tolerated.
- Training and systems to be put in place at each club to support coaching staff to listen to and understand the rights of the player with clear guidance on how to progress and improve the rights of a player.
- To provide and ensure a culture of inclusive practice and behaviour throughout the club at every level.
- Clubs through 1-2-1 and wider player meetings must reinforce to players and all club officials that discriminatory behaviour will not be tolerated.

The EIHA takes racism seriously. Racism is illegal falling under the heading of protected category status and considered a hate crime and will be reported through recognised national platforms by the EIHA.

The Safeguarding Director and relevant Discipline Lead will then compile all of the information and make a decision on the appropriate action to take.

The EIHA is committed to regular review of its policies and procedures. Overall responsibility for this policy and its implementation lies with:

Adopted on	
Last reviewed	