



SWF EQUITY STATEMENT

Scottish Women's Football is responsible for setting standards and values to apply throughout the girls' and women's game in Scotland, our affiliated clubs, players, officials, staff and volunteers.

Football 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.

We are committed to confronting and eliminating discrimination whether by reason of;

- Sexual orientation
- Gender
- Marital status
- Race
- Nationality
- Ethnic origin
- Colour
- Religion or belief
- Ability or disability

And, to encourage equal opportunities.

We will not discriminate, or in any way treat anyone less favourable, on grounds of sexual orientation, gender, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

SWF 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 our activities.

We will not tolerate harassment, bullying, abuse or victimisation of an individual which, for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual and racially based harassment or other discriminatory behaviour, whether physical, verbal or on social media platforms. We will work to ensure that such behaviour is met with appropriate action in whatever context occurs.

SWF, under of Articles of Association, commits to immediate investigation of any claim, when it is brought to our attention, of discrimination on the above ground and

where such is found to be the case, a requirement that practice stops and sanctions will be imposed as appropriate.

SWF EQUITY STATEMENT update 23/24