



DUNBAR UNITED FOOTBALL CLUB

UNACCEPTABLE BEHAVIOUR POLICY

INTRODUCTION

As a family and community focused club, Dunbar United Football Club will not tolerate unacceptable conduct from the Club's board members, volunteers, players or supporters or any other person exercising a function for or connected with the Club, whether at New Countess Park, at away grounds or in public places where they can be obviously identified as being associated with the Club. The Club aims to create and maintain an environment where spectators can enjoy the game of football, and they and visiting players, officials and match day officials are safe in the knowledge that they are free from all forms of unacceptable conduct.

Everyone associated with the Club has a responsibility to prevent and discourage any form of unacceptable behaviour, and as such is responsible not only for their own actions but also those of others. We would therefore encourage everyone to bring to the Club's attention, any incident or behaviour of individuals or groups of individuals, which breaches this policy.

While it is appreciated that unacceptable behaviour involves only a very small minority of individuals in our society, the Club wishes to ensure that we continue to maintain the highest standards both on and off the field of play and that the name of Dunbar United Football Club is never brought into disrepute.

Unacceptable conduct

Any conduct which can reasonably be regarded as violent or disorderly including any kind of discriminatory behaviour.

Violent conduct

Violent conduct includes but is not limited to:

- a) Actual, attempted or threatened violence against a person or persons
- b) Intentional damage to property
- c) The throwing of any kind of missile or the lighting of flares, fireworks, or similar devices
- d) Attempting to bring into the ground anything which appears to be designed to be used as a missile
- e) Spitting at any person

Disorderly conduct

Disorderly conduct includes but is not limited to:

1. Conduct which is intended to create or sustain or has the effect of creating or sustaining hatred or ill will against anyone based on the following grounds:

- a) gender, including transgender
- b) colour, race, ethnicity, or national origin
- c) religion
- d) sexual orientation
- e) disability

2. The use of threatening, abusive or insulting language or gestures towards any person including match officials, visiting players and officials.
3. The display of written words, or any other visual display, which is threatening, abusive or insulting.

Racism

Dunbar United Football Club condemns racism in any form, either on or off the pitch.

Dunbar United Football 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. A racist incident is defined by the club as one that is reasonably perceived to be racist by the victim. Racial harassment is defined as 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 person.

Racist taunts and abusive or threatening behaviour will not be tolerated by Dunbar United Football Club and all staff and supporters are encouraged to condemn and report such behaviour. Proven racial harassment or abuse will lead to eviction from the stadium and will be reported to the Police and is likely to result in a life ban from Dunbar United Football Club. The Club will give its full support to the Police in any criminal actions.

Dunbar United fully supports and will promote the Show Racism the Red Card Campaign, details of which can be found at www.srtrc.org.

Sanctions

Any Dunbar United official, employee or volunteer who engages in unacceptable conduct will be dealt with under the Clubs internal disciplinary procedures.

2. Any supporter who engages in unacceptable conduct will be liable for sanctions imposed at the absolute discretion of the Club including withdrawal of season ticket without compensation and exclusion from the ground for any period of time, including a life exclusion.

DOCUMENT CONTROL

Version	Date	Notes
V1.0	September 2020	Original Version
V1.1	November 2020	Updated following Board Review
V2.0	January 2022	Updated following Annual Review of Policies
V3.0	October 2023	Updated following Annual Review of Policies

