

Cumnock Juniors Football Club

148 Townhead Street

Cumnock

KA18 1LZ



UNACCEPTABLE CONDUCT POLICY

Introduction.

Cumnock Juniors Football Club is a member of the West of Scotland Football League. Cumnock Juniors will not tolerate unacceptable conduct from The Clubs employees, volunteers, supporters or players at Townhead Park or at away football grounds.

Unacceptable Conduct Policy.

Cumnock Juniors Football Club aims to create and maintain an environment where spectators can enjoy the game of football, safe in the knowledge that they are free from all forms of harassment, abuse, unacceptable or disorderly conduct. This policy applies for any football matches or events within the Townhead Park, Cumnock environs, or at any away ground fixture.

Definition.

Unacceptable conduct is conduct which is violent or disorderly. Conduct is violent where there is:

- Actual, attempted or threatened physical violence against a person or persons.

Unacceptable conduct is also defined as, but not limited to:

- Theft
- Intentional damage to property.

Disorderly conduct involves any activity which stirs up or sustains, or is likely, or is designed to stir up or sustain hatred or ill will against or towards individuals or groups of people because of:

- Gender.
- Age.
- Colour, race, nationality (including citizenship) or ethnic or national origin.
- Membership or presumed membership, of a religious group or of a social or cultural group with perceived religious affiliation.
- Sexual orientation.
- Transgender identity.

- Disability.
- Using threatening, abusive or insulting words or conduct both verbal and non-verbal.
- Displaying writing or any other item which is threatening, abusive or insulting.

Racism.

Cumnock Juniors Football Club condemns racism in any form, either on or off the pitch. Cumnock Juniors Football Club aims to create and maintain a working and spectating environment free from racial harassment and abuse. Everyone connected with Cumnock Juniors Football Club has a responsibility to prevent racial harassment or abuse. A racist incident is defined by Cumnock Juniors Football Club as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by Cumnock Juniors Football Club to be 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. Proven racial harassment or abuse will lead to action being taken against spectators and will be reported to the police and may result in a life ban from Townhead Park. Cumnock Juniors Football Club will give their full support to the police in any criminal actions. All employees, committee members, players and servants of The Club have a responsibility to make it clear that such behaviour by anyone connected with Cumnock Juniors Football Club is unacceptable. Supporters should also note that racist taunts and abusive or threatening behaviour will not be tolerated by Cumnock Juniors Football Club and will be encouraged to condemn and report such behaviour. Any supporters, either home fans or visiting supporters, behaving in this way will face eviction from the stadium and their actions will be reported to the police. Season ticket holders who conduct themselves in this manner face having their season ticket revoked and all spectators face the prospect of a life ban from Townhead Park. Cumnock Juniors fully supports and will promote the Show Racism the Red Card Campaign.

Consequences.

Any person(s) engaging in unacceptable conduct as described above will face the following sanctions:

- Removal from Townhead Park.
- Suspension from attending home matches involving Cumnock Juniors Football Club.
- Indefinite ban from attending home matches involving Cumnock Juniors Football Club.
- Revokement of Club Membership and/or season ticket, or a suspension/expulsion from a committee or volunteer role.
- Suspension, ban or dismissal as a Player or Coach from Cumnock Juniors Football Club.
- Report to the police and possible criminal proceedings.

Responsibility.

Everyone associated with Cumnock Juniors Football Club has a responsibility to prevent and discourage any form of abuse and as such are 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, deemed to be in breach of this policy. Whilst it is appreciated that behaviour such as that listed above involves the minority of individuals in our society, Cumnock Juniors Football Club wishes to ensure that we maintain high standards of conduct on and off the park.

Review Date: November 2021