

Notts County FC Supporters Association (NCFCSA)

Anti-Harassment and Sexual Harassment Policy

1. Policy Statement

The Notts County FC Supporters Association (NCFCSA) is committed to providing a safe, welcoming, inclusive, and respectful environment for all members, volunteers, committee members, guests, supporters, and individuals involved in Association activities.

NCFCSA has a zero-tolerance approach to harassment, sexual harassment, bullying, victimisation, discrimination, intimidation, or any conduct that undermines the dignity and wellbeing of others.

All individuals have the right to be treated with respect and to participate in Association activities free from unacceptable behaviour.

2. Purpose

This policy aims to:

- Prevent harassment and sexual harassment.
- Promote dignity and respect for all.
- Provide clear reporting procedures.
- Ensure complaints are handled fairly and confidentially.
- Protect individuals from victimisation when raising concerns.

3. Scope

This policy applies to:

- Committee members.
- Volunteers.
- Members.
- Guests.
- Contractors or third parties engaged by NCFCSA.
- Anyone attending NCFCSA events or activities.

The policy applies:

- At meetings.
- At social events.
- During travel organised by NCFCSA.
- At football matches attended in an official NCFCSA capacity.
- On social media.
- Through electronic communications.
- In any situation connected to Association activities.

4. Definitions

Harassment

Harassment is unwanted conduct that has the purpose or effect of:

- Violating a person's dignity.
- Creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Harassment may be:

- Verbal.
- Non-verbal.
- Written.
- Physical.
- Online.

Examples include:

- Offensive jokes.
 - Insults or name-calling.
 - Threatening behaviour.
 - Mocking or ridiculing individuals.
 - Offensive comments relating to age, disability, race, religion, sex, gender identity, sexual orientation, or other personal characteristics.
 - Deliberately excluding individuals from activities.
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Sexual Harassment

Sexual harassment is unwanted conduct of a sexual nature that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Examples include:

- Unwanted sexual comments or jokes.
- Sexual remarks about a person's appearance.
- Unwanted touching or physical contact.
- Inappropriate staring or gestures.
- Repeated unwanted invitations or advances.
- Sharing sexually explicit material.
- Sending inappropriate messages online or via social media.

A person does not have to object at the time for behaviour to constitute sexual harassment.

Bullying

Bullying is offensive, intimidating, malicious, or insulting behaviour that undermines, humiliates, or injures another person.

Examples include:

- Persistent criticism.

- Intimidation.
 - Abuse of authority.
 - Deliberate exclusion.
 - Spreading malicious rumours.
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5. Responsibilities

All Members and Participants

Everyone involved with NCFCSA must:

- Treat others with dignity and respect.
 - Challenge inappropriate behaviour where safe to do so.
 - Comply with this policy.
 - Report concerns promptly.
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Committee Members

Committee members have a responsibility to:

- Lead by example.
- Promote a respectful culture.
- Take complaints seriously.
- Act promptly and fairly.

- Maintain confidentiality wherever possible.
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6. Reporting Concerns

Anyone who experiences or witnesses harassment, sexual harassment, bullying, or inappropriate conduct should report it as soon as possible.

Reports may be made to:

- The Chair.
- The Vice Chair.
- The Secretary.
- Any designated Committee member.

Where a complaint involves a Committee member, the matter should be reported to another Committee member not involved in the complaint.

Reports may be made verbally or in writing.

7. Investigation Procedure

NCFCSA will:

1. Acknowledge the complaint promptly.

2. Conduct a fair and impartial investigation.
3. Speak to relevant individuals where necessary.
4. Review any available evidence.
5. Reach a reasonable conclusion based on the information available.
6. Inform the parties involved of the outcome where appropriate.

Investigations will be conducted as confidentially as possible.

8. Victimisation

NCFCSA will not tolerate victimisation against any person who:

- Makes a complaint in good faith.
- Supports another person's complaint.
- Participates in an investigation.

Retaliation against any individual raising concerns may itself be treated as a disciplinary matter.

9. Confidentiality

All complaints will be handled sensitively and confidentially.

Information will only be shared with those who need to know in order to investigate and address the matter appropriately.

Absolute confidentiality cannot be guaranteed where safeguarding, legal obligations, or serious misconduct issues arise.

10. Outcomes and Sanctions

Where a complaint is upheld, NCFCSA may take appropriate action, including:

- Informal resolution.
- Verbal warning.
- Written warning.
- Removal from committee positions.
- Suspension from Association activities.
- Termination of membership.
- Exclusion from future events.
- Referral to relevant authorities where necessary.

The action taken will depend on the seriousness of the conduct.

11. False or Malicious Complaints

NCFCSA recognises that complaints made in good faith should never result in negative consequences for the complainant.

However, deliberately false or malicious allegations may result in disciplinary action.

12. Safeguarding

Where concerns involve children, young people, or adults at risk, safeguarding procedures will take priority and appropriate authorities may be contacted.

13. Review

This policy will be reviewed annually by the NCFCSA Committee or sooner if required by changes in legislation, guidance, or operational needs.

Policy Approval

Policy Name: Anti-Harassment and Sexual Harassment Policy

Organisation: Notts County FC Supporters Association (NCFCSA)