

# EQUALITY, DIVERSITY, AND INCLUSION

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# INTRODUCTION

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Dundee United Football Club (“the Club”) is committed to promoting equality, diversity, and inclusion (EDI) across all areas of the organisation. We believe that football should be a sport for everyone, regardless of background, and we strive to create a welcoming, inclusive, and respectful environment for all supporters, players, staff, and visitors.

The Club does not tolerate discrimination, harassment, or exclusion on the basis of:

- Age
- Disability
- Gender or gender identity
- Race, ethnicity, or nationality
- Religion or belief
- Sexual orientation
- Socioeconomic background

We are committed to ensuring fairness and equal opportunity in all aspects of our operations, including employment, fan engagement, and community initiatives.



# LEGAL & ETHICAL COMMITMENT

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The Club operates in line with the Equality Act 2010 and all relevant anti-discrimination laws and football governance policies. We will also actively support national and international campaigns promoting equality in football, such as Kick It Out, Show Racism the Red Card, and Rainbow Laces.

# OUR OBJECTIVES

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To promote equality, diversity, and inclusion, the Club commits to:

- Providing equal opportunities in employment, recruitment, and career progression.
- Ensuring our stadium and facilities are accessible to disabled supporters and staff.
- Challenging discrimination and prejudice whenever it arises.
- Educating staff, players, and supporters on EDI matters through training and awareness initiatives.
- Encouraging diversity in football participation, from grassroots to professional levels.
- Promoting a culture of respect and inclusion throughout the Club.



# REPORTING DISCRIMINATION

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Anyone who experiences or witnesses discrimination related to the Club—whether at Tannadice Park, online, or in any Club-affiliated setting—should report it immediately through:

- Matchday stewards or security personnel
- The Club's Supporter Liaison Officer (SLO)
- The Club's Equality & Inclusion Officer
- The Club's official email or phone support line: [support@dundeeunitedfc.co.uk](mailto:support@dundeeunitedfc.co.uk) / (01382) 833166

Reports will be handled confidentially and seriously, with appropriate action taken against offenders.

# CONSEQUENCES OF DISCRIMINATION

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Dundee United FC has a zero-tolerance policy on discrimination. Any employee, player, or supporter found to be engaging in discriminatory behaviour may face:

- Disciplinary action, including potential dismissal (for staff).
- Expulsion from the stadium and withdrawal of season tickets (for supporters).
- Legal action, where necessary, in partnership with Police Scotland.

# COMMITMENT TO CHANGE & IMPROVEMENT

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To ensure long-term progress in equality, diversity, and inclusion, the Club will:

- Monitor and review policies regularly to ensure effectiveness.
- Engage with underrepresented communities to increase participation in football.
- Collaborate with governing bodies and community organisations to promote EDI initiatives.
- Celebrate key awareness events

Dundee United FC is committed to leading by example and ensuring that football is truly a game for everyone.

