



UNACCEPTABLE CONDUCT POLICY

Policy Intent: The Camanachd Association states its intent to provide a safe and enjoyable environment for its Employees, Volunteers, Players, Supporters and all who interact with the sport. To this end we undertake to prevent, confront and resolve incidents of harassment, abuse or disorderly conduct in whichever manner it is revealed.

Nature of Unacceptable Conduct: For the purposes of this Policy unacceptable conduct is defined through any of the following criteria;

- Violent conduct, either conducted, attempted or threatened against a person, persons or property.
- Abuse either physical or verbal against an individual or group on grounds of:
 - Gender
 - Race
 - Sexuality
 - Religion
 - Nationality
 - Disability
 - Membership of a group or Cultural affiliation
 - Any other behaviour deemed socially unacceptable by Match day Officials/Stewards.

Match day Policy: In this regard, anyone found by a Match day Officials/Stewards or other official representative of The Camanachd Association to be in breach of this policy will be requested to leave the facility immediately. Failure to comply with this request will result in the Police being asked to remove the individual. Should this person be found to be a member of the Camanachd Association they may face an immediate ban from all activities for a length of time determined by the Disciplinary or Behaviour in Sport Committees. Supporters witnessing a breach of this policy are encouraged to report it immediately to a Match day Official/Steward or official representative of The Camanachd Association so that appropriate and swift remedial action may be taken.

Employees & Volunteers: All Employees and Volunteers associated with the activities of The Camanachd Association are made aware of their responsibilities under this Policy in upholding standards of conduct. Employees and Volunteers are encouraged to report any breaches of this policy they observe so that the appropriate disciplinary actions may be proceeded. Any Employee or Volunteer associated with the Camanachd Association found be in breach of this policy face immediate disciplinary action as per our standard Disciplinary Procedure.

Racism: The Camanachd Association is committed to the eradication of all forms of racial abuse in shinty. As such we are fully observant of Scottish Government and sportscotland regulations and guidelines and are supporters of the `Show Racism the Red Card` initiative (www.srtrc.org/scotland). The Camanachd Association encourages all Players, Supporters, Committee and all associated with the sport of shinty to support and assist us in our efforts to ensure that Racism is removed from the game. Any person found to be engaging in racist activity of any sort within Camanachd Association activities will immediately be asked to leave and their activities reported to the Police.

Sectarianism: The Camanachd Association are supportive of the Scottish Government and sportscotland regulations and guidelines with regards to Sectarianism (www.kickoutbigotry.org.) Any person found to be engaging in sectarian abuse of any sort within Camanachd Association activities will immediately be asked to leave and their activities reported to the Police.

Policy Reviewed and Updated 24/07/18

Shinty – more than a game!™