



**Ref ; Guide to Safety at sports Grounds Sixth Edition  
Inverurie Loco works FC- ILW-P- 1-2010 Unacceptable Conduct Policy Rev 4**

Inverurie Loco Works Football Club (referred to in this document as ILWFC) will not tolerate unacceptable conduct from the Clubs employees, committee members, players or supporters at Harlaw Park.

**Unacceptable Conduct Policy**

ILWFC 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.

Definition

- ***Unacceptable conduct is conduct which is discriminatory, violent or disorderly and will be dealt with as described below.***
- Actual, attempted or threatened physical violence against a person or persons.
- Intentional damage to property

Disorderly conduct involves any activity which incites or sustains, or is likely, or is designed to incite 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
- Disability

Using threatening, abusive or insulting words or conduct both verbal and non verbal

**Racism**

ILWFC condemns racism in any form, either on or off the field. ILWFC aims to create and maintain a working and spectating environment free from racial harassment and abuse. Everyone connected with ILWFC has a responsibility to prevent racial harassment and abuse.

A racist incident is defined by ILWFC as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by ILWFC 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.

**Dealing with unacceptable Conduct of any form**

*Proven racial harassment or abuse will lead to action being taken against perpetrator/s and will be reported to the police and may result in a life ban from ILWFC and Harlaw Park. ILWFC 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 ILWFC is unacceptable. Supporters should also note that racist taunts and abusive or threatening behaviour will not be tolerated by ILWFC and will be encouraged to condemn and report such behaviour. Any supporters (home or visiting) 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 Harlaw Park. ILWFC fully support the 'Show Racism the Red Card' campaign'*

**Sectarianism.**

ILWFC fully support the 'Kick out Bigotry' campaign against Sectarianism

Details of the campaign can be found at [www.kickoutbigotry.org.pledge](http://www.kickoutbigotry.org.pledge)

Compliance with this Policy will ensure that Harlaw Park remains a safe and trouble free environment in which to watch football, for ILWFC and visiting supporters alike.

Reviewed ,revised and Re issued April 2021