

# Derby County Football Club Equality Statement

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Derby County Football Club is committed to upholding the standards, values and expectations of The Football League's Code of Practice relating to equality, inclusion and anti-discrimination.

The Board is committed to promoting inclusion and eliminating discrimination both from football and within our business. We take a zero tolerance approach to any form of discrimination or bullying based on the grounds of age, disability, gender reassignment, marital status or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These are known as the "protected characteristics" under the Equality Act 2010.

Derby County Football Club will ensure that it treats employees, officials, spectators, fans and visiting teams fairly and with respect. They can also be assured that the Club is committed to providing an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse. It will also provide access and opportunities for all members of the community to take part in and enjoy its activities.

Derby County Football Club will act promptly to deal with any complaints or grievances raised in respect of any breach of this policy and take appropriate disciplinary action where breaches of this policy are deemed to have occurred.

Derby County Football Club is committed to raising awareness and providing training and education to promote inclusion and eradicate discrimination within football.

This Equality Statement will be reviewed on an annual basis.