
5.15 Disability Discrimination Policy

Introduction

Glasgow University Men's Football Club (GUAFC) is a member of the Scottish Football Association and a member of the Caledonian Amateur Football League. We pride ourselves in community integration at all levels.

GUAFC fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or member shall receive less favourable treatment because of disability. It is in the interest of GUAFC and those who are members to ensure that all available human resource talents and skills are considered when opportunities arise. As such GUAFC is committed to maintaining and managing a diverse member base. This policy is applicable to all members, staff, contract workers, spectators and guests of the Club on all premises and places of work occupied by the Club.

The purpose of this policy is to ensure that GUAFC complies with the Disability Discrimination Act 1995 and to ensure that disabled people falling within the definition of the Act are treated equally and fairly. In line with the Disability Discrimination Act 1995, in this policy:

DISABILITY	refers to a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day to day activities.
DISABLED PERSON	refers to a person with such a disability.
DISCRIMINATION	refers to treating someone with a disability less favourably than he treats others whom have no disability, and that treatment cannot be shown to be justified in relation to the activities or circumstances involved.

Policy

Club Policy covering Part III (The provision of goods, services and facilities) of the Disability Discrimination Act

- The Club is committed to ensuring that its disabled supporters and customers have as full access as is reasonably possible to make to all goods, services and facilities provided or offered to the public by the Club.
- The Club recognises that not all of its facilities are fully accessible to disabled customers and confirms that it is committed to making the necessary reasonable adjustments described by the Disability Discrimination Act and its relevant Codes of Practice to ensure full compliance with the legislation.
- The Club will provide concessionary admission rate for supporters with disabilities and for their carers. The Club will ensure that the scheme does not discriminate between disabled people with differing impairments.
- The Club is committed to making the necessary reasonable adjustments described by the Disability Discrimination Act and its relevant Codes of Practice to ensure full compliance with the legislation.

- The Club will undertake such additional works as are reasonably required within the timescales set out in the Act.
- The Club has a grievance procedure in place and guarantees to its disabled supporters and customers that any complaints of discrimination will be dealt with quickly under that procedure.
- The Club has advised its staff that any incident of discrimination under the provisions of the Act is a serious matter and will be dealt with under the Club's Disciplinary Procedures.

Membership and Employment

When considering persons for membership or employment Glasgow University Men's Football Club will not discriminate against a disabled person:

- In arrangements made for the purpose of determining whom membership or employment should be offered to.
- In the terms under which membership or employment is offered.
- In deliberately refusing to offer or not offering membership or employment to someone based on their disability.
- In the opportunities afforded to a person (i.e. training, promotions or any other work benefit).
- In dismissing someone or subjecting them to any detriment based on their disability.

Policy Document Control

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