Anti-Racism Policy

Introduction:

* Wolfe Tones GAC is committed to promoting a culture of inclusivity, diversity, and respect within our association. We firmly stand against all forms of racism, discrimination, and prejudice.
* This Anti-Racism Policy outlines our commitment to fostering an environment that is welcoming, inclusive, and free from racial discrimination.

Scope:

* This policy applies to all individuals associated with Wolfe Tones GAC, including members, volunteers, participants, employees, and stakeholders.
* The policy covers all aspects of the association's activities, including training sessions, matches, events, team selection, coaching, disciplinary procedures, and communication channels.

Commitments:

* Zero Tolerance:
  + Wolfe Tones GAC has a zero-tolerance approach towards racism and racially motivated behaviour. Any form of racial discrimination, abuse, or harassment is strictly prohibited.
* Education and Awareness:
  + We are committed to educating our members and stakeholders about the importance of anti-racism, diversity, and inclusivity.
  + We will provide training opportunities, resources, and workshops to raise awareness of racial issues and promote understanding and empathy.
* Equal Opportunities:
  + Wolfe Tones GAC will ensure that all individuals, regardless of race, ethnicity, or nationality, have equal opportunities to participate in our activities and access leadership positions.
  + Team selection, coaching, and other decisions will be based solely on merit and skill, without any form of racial bias or discrimination.
* Reporting and Confidentiality:
  + Any incidents or concerns related to racism should be reported promptly and confidentially to the association's designated point of contact.
  + Confidentiality will be maintained throughout the investigation and resolution process, respecting the privacy and well-being of all parties involved.
  + Disciplinary Measures:
  + Any individual found to have engaged in racist behavior or breached this policy will be subject to disciplinary measures as outlined in the association's disciplinary procedures.
  + Disciplinary actions may include verbal warnings, suspension, expulsion, or reporting to the appropriate external authorities, as necessary.
* Regular Review:
  + This policy will be reviewed periodically to ensure its effectiveness and alignment with evolving best practices in combating racism and promoting inclusivity.

Implementation and Communication:

* Wolfe Tones GAC will actively communicate this Anti-Racism Policy to all members, volunteers, participants, employees, and stakeholders.
* The policy will be readily accessible on the association's website, in official documentation, and through appropriate communication channels.
* We will provide support and guidance to individuals who have witnessed or experienced racial discrimination, ensuring they have access to appropriate reporting mechanisms and resources.