



## THE SOUTHERN FOOTBALL LEAGUE

### League Equality Policy and Complaints Procedure

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The aim of this policy is to ensure that all members of the community are treated fairly and with respect and that the Southern Football League is equally accessible to them all.

The Southern Football League is responsible for setting standards and values to apply throughout the League at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination in any form and to encourage equal opportunities.

Equality at the Southern Football League means that in all our activities we will not discriminate, or in any way treat anyone less favourably, on grounds of gender, race, colour, nationality, ethnicity, origin, sexual orientation, marital status, religion or belief, age, ability or disability. It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. And it means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.

The Southern Football League will not tolerate harassment, bullying, abuse or victimisation of an individual (which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination). This includes sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal.

The Southern Football League will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to raising awareness and promoting events and activities in order to promote the eradication of discrimination within the Southern Football League and in the wider context, within football as a whole. We are also committed to working with our members to ensure that this is a shared policy that all members collectively work towards.

The Southern Football League commits itself to the immediate investigation of any claims of discrimination on the above grounds and, where such is found to be the case, to require changes to practices and impose sanctions as appropriate. We will also work with County FA's to achieve the same outcomes.

#### League Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the League's Policies, Rules, or Code of Conduct has been broken they should report the matter to the Chief Operating Officer, the Diversity Director or another member of the Board of Directors. If the complaint is with regard to the League's Board of Directors the member has the right to report the matter directly to their County Football Association or to The Football Association via [equality@thefa.com](mailto:equality@thefa.com).

To be reviewed every 2 years.

Last Reviewed: February 2026

Next Review Due: February 2028