

**Equal Opportunities Policy for Staff**

Oxford United Football Club is committed to confronting and eliminating discrimination, whether by reason of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.

Oxford United Football Club is an equal opportunities employer. We are committed to equality of opportunity within our own organisation, and to encourage a similar commitment from every other organisation we deal with.

Equality of opportunity means that in none of the activities will we discriminate, or treat less favourably, any person on grounds of gender, sexual orientation, race, nationality, ethnicity, religion or disability, age, marital status, or parental status.

 This includes –

* Recruitment
* Job location and working environment
* Internal training and development activities
* Planning and delivery

Oxford United Football Club will not tolerate sexually or racially based harassment or discrimination of any kind. The Club will work to ensure that such behavior is met with appropriate disciplinary action.

Please refer to Safeguarding Policy & Procedure