



DLR Waves Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that DLR Waves is equally accessible to all no matter what their background or 'race'. DLR Waves has zero tolerance for Racism.

The term 'race' is a social construct used to classify people. Originally race was based on a false belief that biologically there were different species of humans, with the implication that some 'races' were superior to others. However, research has proved that there is no single race-defining gene and therefore no biological basis for dividing the human population into different 'races'. The term race is still widely used in legislation. In Irish equality legislation, the 'race' ground is described as "race, colour, nationality, or ethnic or national origins." The NCCRI encourages the use of inverted commas when use of the word 'race' is unavoidable.

Racism is a specific form of discrimination and exclusion faced by minority ethnic groups. It is based on the false belief that some 'races' are inherently superior to others because of different skin colour, nationality, ethnic or cultural background. The United Nations International Convention on the Elimination of All Forms of Racial Discrimination defines racial discrimination as "Any distinction, exclusion, restriction or preference based on 'race', colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on a equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life".

DLR Waves does not tolerate racism in any format whatsoever and will follow FAI rules rigorously, and specifically Rule 15 (referenced below)

A handwritten signature in black ink, appearing to read "C. Doyle".

Ciarán Doyle
DLR Waves Chairperson
June 2023

RULE 15. RACISM/DISCRIMINATION

1. Any Participant, who offends, disparages, discriminates against or denigrates someone, or a group of persons, in a derogatory manner on account of 'race', skin colour, language, religion, disability, gender, ethnic and/or national origin(s) or sexual orientation, or perpetrates any other racist/discriminatory and/or contemptuous act, shall be subject to disciplinary sanction. The relevant disciplinary body shall consider and have the power to impose a suspension, fine and/or other sanction as deemed appropriate. In the case of individuals, the minimum suspension shall be for a period of five (5) matches.
2. If a spectator, or spectators, engage in racist/discriminatory behaviour, including but not limited to chanting or displaying racist/discriminatory slogans at a match, the relevant disciplinary body shall sanction the Affiliated Member which the spectator(s) support. If the spectator(s) cannot be identified as a supporter, or supporters, of one or other club/affiliate the host club/affiliate may be sanctioned. Part D) Football Association of Ireland Rules effective from 12th February 2019 55
3. Spectators engaging in racist/discriminatory behaviour may be subject to a disciplinary sanction.
4. Sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal, shall result in disciplinary action.