



Disability Policy

The Maryhill Football Club (MFC) fully endorses the legal and ethical requirements of equal opportunities for members, staff, volunteers, spectators, and others involved in the clubs' activities. Discrimination based on disability is wholly unacceptable and MFC strives to ensure that nobody receives less favourable treatment because of disability.

This policy applies to all staff, members, players, spectators, guests, and all others participating in MFC activities.

This policy is to ensure that the MFC complies with the Disability Discrimination Act (1995) and to ensure that a disabled person within the meaning of the Act is treated fairly and equally.

In line with the Act, this policy adheres to the following definitions: -

Disability – a physical or mental impairment which has substantial and long-term adverse effects on a person's ability to perform day to day activities.

Disabled Person – a person with such a disability

Discrimination – treating someone with a disability less favourably than others with no disability and that the treatment can't be shown to be justified in relation to the activities or circumstances involved.

MFC is committed to ensuring that disabled supporters and customers have as full access as is reasonably possible to all goods, services and facilities offered by MFC.

MFC has a pan disability approach to recognizing support is required for supporters, volunteers and staff who are wheelchair users, ambulant disabled, partially sighted, or blind, hard of hearing or have learning difficulties. MFC will ensure that there is no discrimination between persons with different disabilities.

MFC shall consider the needs of disabled people wherever practicable and that arrangements are put in place so that disabled people, and if required, their carers have access to their grounds, catering and toilet facilities.

The Club Secretary is responsible for ensuring the implementation of this policy and promoting the interests of people with a disability. Any concerns or grievance relating to arrangements for people with disabilities are encouraged to contact the Club Secretary who will ensure that the concern or grievance is dealt with timeously.

MARYHILL FOOTBALL CLUB



MFC advises all officials, team, staff, and volunteers, that any breach of this policy will be considered as a serious breach and will be subject to disciplinary action.

When considering persons for positions, MFC will not discriminate against any person with a disability in any arrangements made for the selection of candidates, nor in any terms or conditions offered by: -

- a. Deliberately consider disability as the basis of non-selection except where the disability would preclude the person from performing the duties, e.g., by contravening the health & safety at Work Act.
- b. Ensuring that there are equal opportunities for training and advancement.
- c. Ensuring that no person is dismissed uniquely or predominately based on their disability.