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Action Plan	Effective	1.0	1 of 4
Issued by			
Board			
Title:	Action Plan against discrimination, harassment and abusive treatment		

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1 Introduction

All players, leaders and board members within Telge United FF (TUFF) are entitled to a healthy, safe and stimulating environment.

TUFF does not tolerate discrimination, harassment or abusive treatment in any form that is directed against individuals or groups in an offensive manner and which can lead to these people are not included in the TUFF's community.

2 Scope

This action plan covers all players, leaders, board members and other people engaged in TUFF.

2.1 Discrimination

TUFF does not tolerate discrimination relating to negative discrimination by an individual, without objective justification, on the grounds of gender, cultural or ethnic background, religious affiliation, age, language, sexual orientation, gender identity and disability.

2.1.1 Direct discrimination

That someone is disadvantaged by being treated less favorably than others, has been or would be treated in a comparable situation. If this disadvantaging is associated with sex, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

2.1.2 Indirect discrimination

That someone is disadvantaged through the application of a provision, a criterion or an approach that appears to be neutral but which may be particularly disadvantageous to persons with a certain gender, a certain cross-border identity or expression, some ethnic affiliation, certain religion or other belief, certain disability or certain age, unless the provision, criterion or approach has a legitimate purpose and the means used are appropriate and necessary to achieve the purpose.

3 Harassment

3.1 General

Refers to behavior that violates the dignity of a player, leader, board member or other committed person, and who is related to any of the grounds of discrimination, gender-crossing identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.



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Harassment can be:

- to express ridicule generalizations,
- ignore a person,
- indulge and / or defile a person,
- withhold information, or to deliberately make the work difficult,
- exclude a person from the community,
- deliberately insult a person,
- ridicule a person in front of others.

These modes of expression and actions are characterized by gross disrespect and violate general ethics of how people should be treated.

3.1.1 Sexual harassment and harassment due to sex

Refers to such unwelcome behavior based on gender and unwelcome behavior of sexual nature that violates the individual's dignity and integrity.

Sexual harassment can be:

- unwelcome and deliberately touching someone in a sexual way, joking, give glances and produce images that can be perceived as insulting and demeaning to women or men
- speak unwelcome sexual comments about clothing, appearance or private life,
- express generalizing statements and comments about women or men etc.

It is the person who is exposed who decides what is offensive. All people are different and thus have different limits on what are welcome documents and statements and what is not. Moreover, the behavior must not be repeated to be defined as sexual harassment.

4 Action Plan

Notification of discrimination, harassment or abusive discrimination takes place by contacting one of the board members.

The report recipient is responsible for managing the notification of discrimination, harassment or abusive special treatment that comes to the board. The handling of a notification must be adapted to the case. The issue should be dealt with promptly and with confidentiality through:

- Individual conversations with those involved - harassed, harassed, possibly informants. The conversation is carried out by the appointed board member.
- Analysis and decision on measures.
- Action and sanction calls.
- Conversation / mediation between the parties where possible "contract" is established for the future.
- Follow-up.



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4.1 More serious cases

In cases that are deemed to fall under the criminal code's rules on victimization, sexual abuse, sexual exploitation and coercion and rape, contact must be made directly with the board for a decision on whether the police report should be made. Of course, the person who has been exposed can also file a report to the police.

Measures that can consist of everything from warning to exclusion will be taken against players, leaders and board members who are guilty of discrimination and harassment.

4.2 To you who are exposed to discrimination and harassment

Your experience	Your experience of the situation is the true one for you. It applies to your feelings.
The first action	The first action you can take against the person who offends you is to clarify that the behavior is not welcome - A no is always a no! An unexpected behavior that demonstrates the courage to make the violation visible often turns to strength and power relations and gets it offensive.
Talk to someone	Talking to someone you trust and can trust. You should not have to stand alone.
In case of more serious cases	In case of more serious cases you do not need to be harassed to say that it should be considered harassment.
Documenting	Document the event, date, time, witnesses, etc. In an investigation it can be used as evidence.

Regardless of whether you are the person who is exposed or who is observing the event, it must immediately be reported to one of the board members.

5 Document versions

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1.0	Board	-	Initial version. Translation of Swedish version 1.0.