

## SHOTS TRUST: DIVERSITY AND EQUALITY CHARTER

We are committed to ensuring an equal and respectful working and playing environment for all at Aldershot, both the Football Club itself and at Shots Trust. To that end, we will:

- apply principles of equality, diversity and inclusion in our day-to-day operations;
- adhere to equality, inclusion and anti-discrimination guidelines as agreed with the Football Supporters' Association (FSA);
- never discriminate or treat anyone less favourably on the grounds of age, gender, sexual orientation, race or nationality, ethnic origin, religion or disability, and
- not tolerate harassment, bullying, abuse or victimisation of any kind.

Should we discover that any of these guidelines have been breached, we will ensure that the appropriate procedures are put into action immediately. For Directors, this would infer the Disciplinary Process (section 5 of Board Conduct Policy), for members it would infer the Removal of Members (sections 20 and 21 of Society Rules).

As part of our commitment to the eradication of discrimination in football and the promotion of equality, inclusion and diversity, we are fully supportive of the work of the FSA and organisations such as Kick It Out.

**IN SUMMARY:** as both fans and Trust members, we stand together as one so that everyone can feel that they are welcome, that they can contribute their ideas and can enjoy the beautiful game.

**Name of Organisation:** Aldershot Town Supporters Trust (the Shots Trust)

**Name of Signatory:** Tommy Anderson, Chairman

**Signed:**

A handwritten signature in black ink, appearing to be 'TA', written over a horizontal line.