



# Equalities Charter

The Canaries Trust is fully committed to the following equalities, inclusion and anti-discriminatory guidelines, we are:



Committed to ensuring a safe environment for all involved in the Trust and its activities by applying equality, diversity and inclusion in our day-to-day operations.



Determined that whenever possible, we will promote awareness of the benefits of equality, inclusion and diversity, with a clear understanding that football belongs to everyone.



Striving to ensure that in our activities we will not discriminate or treat anyone less favourably on the grounds of; age, gender, gender reassignment, sexual orientation, marital status, race or nationality, ethnic origin, colour, religion/belief or disability.



Fully committed to taking action against discrimination and will never tolerate; harassment, bullying, abuse or victimisation of any kind and will ensure the appropriate reporting procedures are activated, if any of these behaviours are identified or brought to our attention under our supervision.



Committed to ensuring that best practice is encouraged within and across our; football club, our partners and our wider community. As part of our commitment to the eradication of discrimination in football and the promotion of equality, inclusion and diversity, we remain fully supportive of the work of organisations such as 'Kick It Out' and the Football Supporters' Association.



As Norwich City fans first and foremost, stronger together as one, ensuring everybody feels welcome and able to enjoy 'the beautiful game'.