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## Tackle IT!

Tackle It! programme has three key aims: to tackle discrimination, bullying or abuse in both the club setting and match day environment, to increase reporting of unacceptable language and to celebrate the diversity within Rugby League.

Tackle it! has been expanded from only providing protection against racism to providing protection from discrimination, bullying or abuse based on the following individual or group, perceived or actual, characteristics:

1. Gender or gender identity
2. Race
3. Disability
4. Religion / faith or belief
5. Sexual orientation
6. Age

### **Club responsibilities**

1. Adopt a zero tolerance approach to discrimination, bullying or abuse based on an individual's gender, gender identity, race, disability, religion / faith, sexual orientation or age. Doing nothing is not an option.
2. Ensure that **all** club staff and volunteers understand why it is vital to the club and Rugby League that discrimination and abuse is challenged effectively.
3. Ensure club policies and procedures include the protected characteristics under the 2010 Equality Act and the club takes practical steps to ensure the club and match day experience is welcoming and inclusive for all and maintain a family friendly environment.
4. Respond consistently and appropriately to discrimination, abuse or bullying. It is important to consider all the relevant factors when deciding what action to take; the safety of the victim, staff and other spectators is paramount. Sanctions and / or education may be the most appropriate actions depending on the context and gravity of the situation. Ultimately if abusive behaviour or language cannot be brought under control the game could be abandoned or perpetrators suspended from the club.
5. Celebrate and acknowledge the diversity within the club, identify and put in place actions to attract targeted underrepresented groups to the club. Raise awareness of the diversity within the club by, for example, sharing examples of good practice across the sport, identify local ambassadors / role models and include a Tackle IT! Section on the club website.
6. Maintain accurate records on any incidents, actions taken by the club and outcomes and report to RFL according to established procedures and protocols.