

Fudbalski klub Breznica Pljevlja | Football Club Breznica Pljevlja
Pljevlja, Montenegro

Equity, Diversity and Inclusion Policy (EDI Policy)

2022

Football club Breznica, Montenegro | Fudbalski klub Breznica

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I. Purpose and Scope

This Policy sets out the commitment of FK BREZNICA to ensuring that all individuals who interact with our organization, including staff, volunteers, interns, program participants, community, mentees, and partner organizations, are treated with dignity, respect, and equity, regardless of their sexual orientation, gender identity or expression, age, ethnicity, disability, religion, socioeconomic background, or any other characteristic.

II. Our Commitments

2.1 Safe and Affirming Environments

FK BREZNICA is committed to ensuring that all activities, events, and spaces — including programs, educational workshops, trainings, camps and community gatherings — are safe, confidential, and affirming for all participants. Venue selection, facilitation approaches, and communication protocols are designed with the safety of kids, youth, athletes and sport professionals as a primary consideration, recognizing that many participants may not be publicly out and require assured confidentiality.

2.2 Zero Tolerance for Discrimination and Harassment

The organization maintains a strict zero-tolerance approach to any form of discrimination, harassment, hate speech, or exclusionary behavior — whether directed at participants, staff, volunteers, or partner organizations. This applies in all physical and digital spaces associated with our activities, including social media channels and online platforms. Any such incident will be addressed promptly and transparently in accordance with internal procedures.

2.3 Accessible Participation

We are committed to removing barriers to participation in our programs and activities. This includes ensuring that information about our activities is communicated in accessible formats, that physical spaces are welcoming and barrier-free to the extent possible, and that no individual is excluded from participation on the basis of financial constraints or other socioeconomic factors.

III. Participant Wellbeing and Support Services

FK BREZNICA provides an integrated framework of support services to ensure the wellbeing of all participants:

- **Psychosocial support:** A professional psychologist is a permanent member of our team, available to all community members and program participants on a confidential basis.
- **Social support:** A dedicated social worker provides direct assistance and support to individuals and program participants, helping them navigate social services, access community resources, and address practical challenges affecting their wellbeing and daily lives.
- **Legal aid and representation:** Free legal assistance is available to kids, youth, athletes and sport professionals' and other individuals facing discrimination, violence, or other rights violations.
- **Hate speech monitoring:** A dedicated team monitors online and public spaces for incidents of hate speech and discrimination, reporting cases to relevant authorities and ensuring that participants are protected beyond the scope of our direct activities.

IV. Roles and Responsibilities

All members of staff, volunteers, and interns are responsible for upholding this policy in their daily work and interactions. The Executive Director holds overall responsibility for the

implementation of this policy and for ensuring that adequate resources and training are in place to support it.

Program coordinators are responsible for applying inclusion principles in the design and delivery of all activities. All staff are encouraged to raise concerns about potential breaches of this policy without fear of reprisal.

V. Implementation in Partnership Contexts

When working with partner organizations, mentee organizations, or grassroots sports clubs, FK BREZNICA will actively share the principles of this policy and support partners in developing their own inclusion frameworks.

We recognize that inclusion is a process rather than a fixed standard, and we are committed to accompanying partners on that journey through capacity-building, knowledge exchange, and the development of tailored Inclusion Action Plans.

VI. Monitoring and Review

This policy will be reviewed every five years, or sooner if significant changes in the organizations' context or activities make this necessary.

The review process will include consultation with staff, volunteers, and, where appropriate, community members. Any revisions will be approved by the Governing Board and communicated to all relevant parties.

Date of adoption
February 2022

Approved by

Zoran Vuković
General Secretary