

ALL LEEDS

DISABLED SUPPORTERS ASSOCIATION

MEMBER CODE OF CONDUCT

1. Purpose

The All Leeds Disabled Supporters Association (All Leeds DSA) is committed to creating an inclusive, safe, respectful and welcoming community for all members, personal assistants, carers and guests. This Code of Conduct sets out the standards of behaviour expected from everyone participating in, supporting or representing All Leeds DSA.

2. Core Principles

All members are expected to uphold the values of All Leeds DSA, including:

- **Respect and Inclusion:** Valuing the diversity, dignity and individual needs of all members, including people with visible and non-visible disabilities and people of all backgrounds.
- **Integrity:** Acting honestly, fairly and responsibly, with the interests of All Leeds DSA and disabled supporters in mind.
- **Safety and Wellbeing:** Helping to maintain an environment free from harassment, intimidation, discrimination, abuse and avoidable harm.
- **Constructive Engagement:** Raising concerns and differences of opinion respectfully and through the appropriate DSA channels.

3. Standards of Behaviour

When attending DSA meetings, matchday activities, social events, community activities, online groups, or when otherwise representing All Leeds DSA, members are expected to:

- Treat fellow members, Committee members and volunteers, Leeds United staff, other supporters and visitors with courtesy, dignity and respect.
- Respect different views and experiences, including different access requirements and experiences of disability.
- Respect property, facilities, accessibility equipment and resources belonging to the Club, the DSA or other venues.
- Follow reasonable safety, accessibility and venue instructions.
- Act in a way that supports the reputation, independence and objectives of All Leeds DSA.
- Respect confidentiality and personal information shared in confidence, particularly information relating to disability, access requirements or personal circumstances.

4. Prohibited Behaviour

Behaviour that may constitute a breach of this Code includes, but is not limited to:

- **Abusive Language, Bullying or Intimidation:** Offensive, threatening, derogatory, humiliating or deliberately intimidating behaviour, whether spoken, written, online or otherwise.
- **Harassment or Discrimination:** Harassment, victimisation or discrimination relating to disability or any other protected characteristic.
- **Physical or Verbal Aggression:** Violence, threats of violence, aggressive confrontation or conduct that causes another person to reasonably fear for their safety.

- **Misrepresentation:** Claiming to speak, negotiate, make commitments or make decisions on behalf of All Leeds DSA, its Committee or Leeds United without appropriate authority.
- **Misuse of Facilities or Arrangements:** Deliberately damaging or misusing accessibility facilities, equipment, ticketing, seating or other arrangements intended to support disabled supporters.
- **Misuse of Confidential Information:** Sharing private or sensitive information obtained through DSA membership or activities without a proper reason or permission.

5. Online and Social Media Conduct

These standards also apply to official All Leeds DSA social media pages, forums, WhatsApp groups and other online spaces operated or moderated by the DSA. Members should:

- Keep discussions relevant, respectful and consistent with the aims of All Leeds DSA.
- Avoid defamatory, discriminatory, abusive, threatening or deliberately inflammatory content.
- Avoid personal attacks and public disputes with individual members, Committee members, Club staff or other supporters.
- Raise complaints, safeguarding concerns or personal grievances through the appropriate private channels rather than through public argument.
- Not present personal opinions as official All Leeds DSA or Leeds United statements unless authorised to do so.

6. Reporting and Dealing with Breaches

All Leeds DSA will seek to deal with concerns fairly, proportionately and consistently. Where appropriate, reasonable adjustments will be made so that disabled members can fully participate in any complaints or disciplinary process.

- 1. Reporting:** A suspected breach may be reported in writing to the DSA Secretary or Chair. If the complaint concerns either of those individuals, it should be directed to another appropriate Committee officer.
- 2. Initial Review:** The Committee will consider the information available and decide whether the matter requires informal resolution, further investigation or formal action.
- 3. Right to Respond:** The member concerned will be told the substance of the concern and given a reasonable opportunity to provide their account and any relevant information.
- 4. Decision and Sanctions:** Depending on the circumstances and seriousness of the matter, action may include advice or informal resolution, a formal warning, temporary suspension of membership or termination of membership.
- 5. Serious Incidents:** Where conduct may involve a criminal offence, safeguarding concern, serious discrimination, violence, threats, or a significant stadium safety matter, the DSA may refer the matter to Leeds United, the relevant authorities or emergency services as appropriate.
- 6. Appeal:** A member subject to a formal sanction may appeal in writing within 14 days of being notified of the decision. Wherever reasonably possible, the appeal will be considered by Committee members who were not responsible for the original decision.

7. Fairness, Confidentiality and Reasonable Adjustments

Complaints and conduct matters will be handled as confidentially as reasonably possible. Information will be shared only where necessary to consider the matter, protect individuals, meet legal or safeguarding responsibilities, or liaise appropriately with Leeds United or relevant authorities. Members may request reasonable adjustments to help them understand or participate in the process.

8. Agreement

By joining or renewing membership of All Leeds DSA, members agree to follow this Code of Conduct and any other properly adopted rules, policies or procedures of the Association.

Adopted by:	All Leeds DSA Committee
Effective from:	25 September 2026
Review date:	September 2027

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