



## SUFC Anti-Gossip Policy

**Purpose:** This policy is intended to foster a respectful and positive environment among staff and volunteers and to protect the integrity and reputation of Sutton United Football Club.

### 1. Commitment to a Positive Environment

All volunteers and employees are encouraged to contribute to a positive, supportive, and professional environment by:

- Communicating openly and respectfully.
- Focusing on constructive and solution-oriented dialogue.
- Respecting the privacy and dignity of others.

### 2. Prohibition on Gossip

Volunteers or Employees must not engage in gossip or the spreading of unverified, speculative, or harmful information about fellow volunteers, staff members, beneficiaries, or the organisation itself. This includes, but is not limited to:

- Sharing personal information or rumours about others without their consent.
- Breaching the Club's GDPR obligations
- Discussing sensitive organisational matters outside of authorised channels.
- Using social media or other communication platforms to spread gossip.

### 3. Reporting Concerns

If a volunteer or employee has concerns or grievances, these should be raised through the appropriate channels outlined in the organisation's grievance procedure, rather than discussed informally with others.

### 4. Consequences of Breach

A breach of this clause may result in the following actions, depending on the severity of the incident:

- Informal discussion with the volunteer or employee to address the behaviour.
- Formal review of the volunteer's or employee's role within the organisation.
- Termination of the volunteer or employee agreement if the behaviour persists or causes significant harm.