



CHALLENGING DISCRIMINATION IN FOOTBALL

A GUIDE FOR MATCH OFFICIALS

PAWB
EVERYONE



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Discrimination is treating someone less favourably than someone else because of age, disability, gender, gender reassignment, skin colour, race, religion or belief, sex, sexual orientation, language, ethnic, natural or social origin, political opinion or wealth. (See Non-Discrimination Regulations).

Discriminatory behaviour ranges from verbal abuse, physical attacks, exclusion from activities or opportunities and can occur in person or via social media. Discrimination can be conscious or unconscious, intentional or unintentional.

Some people do not feel confident in recognising discrimination and responding to victims or perpetrators of discrimination. What is important to understand is that if someone perceives that they have been treated differently because of a protected characteristic then an alleged incident has taken place.

This guide provides support for Match Officials to be able to recognise, respond to and report

WHAT DOES DISCRIMINATION LOOK LIKE IN FOOTBALL?

- ✓ Name calling, insults and derogative jokes / “banter”.
- ✓ Refusal to co-operate with someone because of a particular characteristic i.e. skin colour or sexual orientation.
- ✓ Provocative behaviour such as the wearing of discriminatory badges or crests, displaying discriminatory banners / flags or slogans.
- ✓ Ridicule of a person because of a protected characteristic.
- ✓ Derogative comments or gestures.
- ✓ Incitement to others to behave in a discriminative way.
- ✓ Physical assault or verbal abuse and threat.

Any discriminatory behaviour or stereotyping is not acceptable in football, even when someone says to you it was just ‘banter’ or a joke, even when someone you think may have been victimised tells you it was ‘banter’.

The definition of a discriminatory incident is "any incident which is perceived to be discriminatory by the victim or any other person."

If you allow one or two people to joke about discrimination you are therefore complicit in the conduct and effectively normalising discriminatory behaviour. Whilst those people may not think anything of a comment, another person might feel discriminated against. The intent behind language and actions doesn't necessarily alter the impact words and behaviour can have on someone.

By ignoring or dismissing discriminatory behaviour, you are setting the precedent that it is ok to treat somebody less favourably because of who they are. You are also showing the suspected victim that you believe it is acceptable to be treated differently and receive discrimination.

It is important to be consistent and take action at all times.



RESPONDING TO DISCRIMINATION

It is important that Match Officials are aware of their responsibilities when a discriminatory incident takes place during a match. If the occasion arises that the Match Official witnesses or has been notified of discriminatory behaviour, they are expected to act in accordance with the Laws of the Game and include any breaches of these Laws in their match report via COMET. This also applies to Team Officials and spectators at the match.

The referee has the authority to take disciplinary action from entering the field of play for the pre-match inspection until leaving the field of play after the match ends.

PLAYERS

A player who uses offensive, insulting or abusive language and/or gestures of a discriminatory nature should be dismissed (Sending-off offence) and must leave the vicinity of the Field Of Play and Technical Area.

This includes when excessive force and or violent conduct is used purposefully targeted towards an individual because of a Protected Characteristic.

TEAM OFFICIALS

Action should be taken against any Team Officials who uses offensive, insulting or abusive language and/or gestures of a discriminatory nature. Where an offence is committed and the offender cannot be identified, the senior Team Official will receive the sanction. Any Team Official sanctioned by the Match Official must leave the field of play and its immediate surrounds.

SPECTATORS

Officials should follow the UEFA 3 Step Procedure (See Appendix) when an incident of a discriminatory nature occurs in relation to Spectators, including the presence of discriminatory banners or gestures at the stadium.

Referees have the power to stop, suspend or even abandon a match if an incident of discriminatory nature occurs.

For a first incident during a match, Match Officials should, as a first step, stop the game and ask for an announcement to be made over the public address system (where available) requesting that Spectators immediately stop any discriminatory behaviour. If a specific offender can be identified, then they should be pointed out to the Match Stewards/Security in attendance at the game for them to address.

For a second incident the referee may suspend the match for a period of time (for example 5 to 10 minutes) and request the teams return to the dressing rooms. A further announcement will be made over the public address system to the spectators.

As a third and final step, If the discriminatory behaviour has not ceased, and after coordination with any Security / Safety officers present, the Match Official may abandon the match as a last resort.

GUIDELINES FOR OBSERVING & CHALLENGING

KEY OBSERVATION POINTS

There are specific times during a match to pay close attention for any discriminatory actions or displays of banners, these include:

- Shortly before and immediately after kick-off.
- Beginning of the 2nd half.
- Goals scored by any team (pay attention who scored the goal and the Spectators reaction)
- Pay attention to Spectators reaction to stadium announcements.
- Actions during the 88th minute of the game. (The number 88 stands for the greeting “Heil Hitler”). It is often printed on football fan shirts or used as part of the name of neo-Nazi supporter groups.
- Pay attention to the Spectators reaction when a player attempts to take a throw-in or corner kick next to their stand.
- Some booing or derogatory chanting / actions might be heard when a specific player receive the ball during the match.
- Pay attention if there are any attempts to silence or stop discriminatory actions by other fans in the stadium e.g. whistling, or other attempts to stop discriminatory actions by other fans.

EFFECTIVE CHALLENGE TOOLKIT

The following guidelines aim to help Match Officials effectively challenge any discriminatory behaviour.

DIRECT CHALLENGE

Challenge attitudes and behaviour, rather than the person. Ignoring issues won't make them go away, and silence sends the message that you are in agreement with such attitudes and behaviours. Make it clear that you will not tolerate derogative language and or actions. You should directly challenge any incidents in line with the responding to discrimination guidelines.

INDIRECT CHALLENGE

If you do not witness or hear a discriminatory incident you can challenge this indirectly by reporting the incident in your match report after the game in the Misconduct Report section.

QUESTION & INFORM

Take responsibility for educating yourself about issues surrounding equality and discrimination. You will be more equipped and able to confront discriminatory attitudes and behaviour with more confidence and can provide accurate information when challenging stereotypes, derogatory attitudes and behaviour, while playing a key role in helping to re-educate people.

Try to ask questions to discover someone's understanding and intention of any comments or negative behaviour, which can also help to gain further information to include in the match report.

NON-DISCRIMINATION REGULATIONS

1. This Regulation is to address the growing culture of discriminatory attitudes and behaviours including, but not limited to, the use of words and/or actions within and/or connected to the game of football regulated by the Association. It is the Association's intention to take vigorous action against this deplorable trend by imposing strict sanctions against Members and/or Subordinates who are found guilty of any of the offences detailed below. This Regulation is set out in accordance with Article 58 of the FIFA Disciplinary Code and Article 14 of the UEFA Disciplinary Regulations.
2. Where there is evidence of an offence as specified under this Regulation, the Member and/or Subordinate concerned will be charged with a Disciplinary Offence as set out under FAW Rule 38 and the matter dealt with in accordance with the provisions set out in Section E of the Rules.
3. Where a Member and/or Subordinate is found guilty of a Disciplinary Offence as set out under FAW Rule 38 for any of the offences specified under this Regulation, the following shall apply:

3.1 Any Member and/or Subordinate who offends the dignity of a person, group of persons or any Country, either directly or indirectly through contemptuous, discriminatory or denigratory words or actions concerning, but not limited to;

- 3.1.1. age;
- 3.1.2. disability;
- 3.1.3. gender;
- 3.1.4. gender reassignment;
- 3.1.5. skin colour;
- 3.1.6. race;
- 3.1.7. religion or belief;
- 3.1.8. sex;
- 3.1.9. sexual orientation;
- 3.1.10. language;
- 3.1.11. ethnic, natural or social origin;
- 3.1.12. political opinion; or
- 3.1.13. wealth

shall be sanctioned by the FAW.

3.2 Regardless of whether or not a charge is found proven, the panel may, at their absolute discretion, order that all parties to the alleged breach attend a mandatory Challenging Discrimination In Football Workshop (**CDIF**) workshop.

3.3 Where a player or official breaches Clause 3.1, they shall be suspended for at least 10 matches. If the perpetrator is a player, a fine of at least £500 shall be imposed. If the perpetrator is an official, the fine shall be at least £750.

3.4 Where a player is under the age of 16 at the time of the alleged breach, they shall be given a suspension of at least 10 matches but this suspension may be suspended in full or in part at the absolute discretion of the panel and only invoked if the individual is found proven of another breach of these Regulations whilst under the age of 16, or if the individual fails to attend a CDIF workshop as ordered by a Disciplinary Panel.

3.5 Where several persons (officials and/or players) from the same club or association simultaneously breach Clause 3.1, or there are other aggravating circumstances, the team concerned may be deducted three points for a first offence and six points for a second offence; a further offence may result in demotion to a lower division. In the case of matches in which no points are awarded, the team may be disqualified from the competition.

3.6 Where supporters of a team breach Clause 3.1 at a match, a warning, a fine of at least £750 and/or a partial or full ground closure shall be imposed on the club concerned regardless of the question of culpable conduct or culpable oversight. Clubs that reoffend, or in the case of a serious offence, may be sanctioned with point deductions, expulsion from a competition or demotion to a lower division.

3.6.1 Supporters who breach Regulation 3.1 hereabove shall receive a Ground Suspension of at least two years.

3.7 The offences and fines referred to in these clauses are not exhaustive and the Disciplinary Panel is empowered to levy additional sanctions after considering the seriousness of the offence.

4. In determining whether the dignity of a person or group of persons has been offended, the Disciplinary Panel will be entitled to draw reasonable inferences, that is to say, there is no requirement to identify an individual who was offended at the time the comment or action was made or published. In finding a matter to be proved, it will be open to the panel to conclude that by their very nature, the comments and/or actions made, offend the dignity of a person or group of persons.

5. Referees shall have the power to stop, suspend or even abandon a match if an incident of a discriminatory nature occurs. For a first incident the referee may stop a match and a public warning given. For a second incident the referee may suspend the match for a period of time. If the discriminatory behaviour has not ceased, and after coordination with any security / safety officers present, the referee may abandon the match.

5.1 If a match is subsequently abandoned by the referee because of discriminatory conduct, the match may be declared forfeit.



REPORTING DISCRIMINATION

Any discriminatory related incident must be reported by the Match Official immediately to the Compliance Department of the FAW or relevant Area Association/League Disciplinary Secretary.

ACTION TAKEN

“Match Officials must submit a report following a match. For a player or team official shown a red card, then this must be submitted on COMET stating the offence(s) with reference to a breach under Law 12 i.e. using offensive, insulting or abusive language and/or gestures with a description of the incident(s), including what discriminatory words and or actions were used.

Any offences and actions taken against Team Officials and or Spectators should be recorded within the Misconduct Report section on COMET, or completed a Misconduct Report Form as prescribed by the FAW or the Area Association.”

NO ACTION TAKEN (Alleged incidents not witnessed by a Match Official)

Any alleged incidences that have been reported to a Match Official(s) by a player or Club Official but not witnessed directly with no action being taken, should STILL be reported.

If you have not witnessed the alleged incident you cannot take any direct action during the match. However, you can explain to Club Officials that the alleged incident will be recorded in your match report to the FAW or Area Association to investigate.

You should record any reports of alleged discriminatory incidents via the Misconduct Report on COMET or a Misconduct Report Form as prescribed by the FAW or the Area Association, clearly stating that a discriminatory alleged incident has been reported to you and you were not a witness to it.

ASSISTANT REFEREE / 4TH OFFICIAL

If you are acting as an Assistant Referee or a 4th Official, you must submit a report in addition to the Referee if you hear a comment of a discriminatory nature or if an incident is reported directly to you.

This can be done as a misconduct report and sent to the FAW or the Area as prescribed.

FOLLOW UP ACTION

Once your report has been submitted via COMET you will likely be required to provide further information and your observations to the FAW or Area Association.

You can also help the reporting process by providing more detailed information following the match and sending via email to the FAW Compliance Department or Area Association Discipline Secretary.

For incidences where no action was taken in your further report include details on the alleged incident that occurred, who reported the alleged incident to you, who was allegedly abused and who allegedly instigated the derogative comment(s) and/or action(s) (Including what words/actions were used, reactions of perpetrator, victim and any witnesses.)

It is important that you include in your report all incidents witnessed or reported to you however 'small' they were, including anything containing discriminatory elements you witnessed inside the stadium. (Stickers, clothing, banners, signs).

If there are any other details that are relevant to the alleged incident also include these in the report.

LANGUAGE & TERMINOLOGY

WHY IS LANGUAGE IMPORTANT?

Language is a very powerful method of structuring attitudes.

Language and terminology can hugely influence how people perceive themselves, others, and the world around them.

Language and terminology can contribute to the creation and perpetuation of stereotyping and belief systems.

WHAT CAN YOU DO TO HELP?

Develop your own awareness of, and sensitivity to, the oppressive and discriminatory potential of language.

Be aware of what is acceptable and unacceptable and why.

Acknowledge that certain language and words are unacceptable regardless of whether or not they are intentionally used to hurt. The intent behind language doesn't necessarily alter the effect words can have.

It is everyone's responsibility to challenge and report all use of discriminatory language, regardless of intent, following the reporting discrimination in football guidelines.

USEFUL DEFINITIONS

Discrimination – is when someone is treated differently because of a Protected characteristic.

Race/Racism – The term 'race' is a social construct used to classify people. Originally race was based on a false belief that biologically there were different species of humans. Racism is treating someone differently because of the colour of their skin. It is a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race. Racism is both prejudice combined with social and institutional power. It is a system of advantage based on skin colour".

Ethnicity / Ethnic group - is a category of people who identify with each other based on similarities such as common ancestry, language, society, culture or nationality.

BAME – acronym used to describe people from a Black, Asian and Minority Ethnic background. A now more accepted term is Ethnically Diverse Communities.

Prejudice - involves 'pre-judging' someone and is used to describe the negative attitudes some people have towards certain groups.

Homophobia - The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people.

Transphobia - The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

Xenophobia is "attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or "foreigners".

WHAT IS ACCEPTABLE OR UNACCEPTABLE?

The following section is a guideline based on the use of language. Please be aware that derogative language is included in this section with the intention for this guide to be used for educational purposes only and to support Club Officials in identifying derogative language for reporting.

*ACCEPTABLE TERMS

COLOURED

Historically used in a derogatory way to separate and segregate black people. White people decided this was the word that should be used to describe anybody who was not white, which also implies that to be white is 'normal' or default.

BLACK

Black is a term that describes a skin colour. Some people may feel uncomfortable about saying black but it is acceptable as a descriptive term.

WHITE

White is a term that is used to describe and "classify" people with white or pale/fair skin.

NIGGER/NIGGA

Originated as a term referring to black people as a variation of the Spanish/Portuguese noun negro and descends from the Latin adjective Niger meaning 'black'. Historically nigger was used as an intentionally derogatory word as early as the 17th C. It has accompanied the slave trade, innumerable lynchings, castrations, beatings, acts of arson, and other racially motivated attacks against black people. The slave trade alone saw an estimated 22-55 million deaths of black people.

The term is a complicated word as hip-hop culture has tried to re-appropriate it as a term of endearment to mean 'friend'. However even when people talk about appropriating the word its history still exists. The word is inextricably linked with violence and brutality on black people's self-worth and physical abuse. No amount of appropriating can erase that. Allowing anyone to use this word to describe someone is unacceptable.

HALF-CASTE

Historically used to describe people of mixed race or ethnicity. It is derived from the Latin castus, meaning pure. In other words, half-caste meant a person that was half-pure. In Australia, the term half-caste was widely used in the 19th and 20th C British Commonwealth Laws to refer to the offspring of White Colonists and Aboriginal Natives. Laws stated that the Australian government could seize such children and forcibly remove them from their parents.

MIXED RACE / MIXED PARENTAGE / MIXED HERITAGE

'Mixed parentage', 'mixed heritage' and 'mixed race' are acceptable alternatives to describe a person's ethnicity. However, when using 'mixed race', it is important to remember that 'race' is a social construct and there are not different races within humanity.

GYPO / PIKEY

These are derogatory terms to describe Gypsies or Travellers often used to describe someone who is scruffy, creating negative associations with gypsies. Pikey derives from pike, which meant to “go away from, to go on” and related to the words turnpike (toll-road) and pike-man (toll-collector).

GYPSY, ROMA, TRAVELLER

The terms Gypsy, Roma or Traveller may be appropriate but proceed with caution as there are many different Gypsy and Traveller groups.

PAKI

This term is not acceptable. During the 1970's and 80's Britain was faced with a wave of racist violence. This included 'Paki-bashing' gangs for whom 'Paki' meant any person who was presumed to be from South Asia or of South Asian descent because of their skin colour. People from different age groups and backgrounds were murdered or physically and verbally attacked.

PAKISTANI/ASIAN

Pakistani is the correct term for the nationality of a person from Pakistan. Pak means 'pure' in Urdu and Persian and stan is the Persian word meaning 'place of'. Hence the name Pakistan means land of the pure. The 'i' was added to ease pronunciation. People from an Asian background sometimes refer to themselves as 'brown', which is an acceptable descriptor, along with the term Asian.

CHINKY

Chinky (also chink) is an ethnic slur referring primarily to a person of Chinese ethnicity, although it is sometimes used to refer to people of other Asian descent, or to people who have physical features that are characteristic of many Asian people.

CHINESE

Chinese is the correct term for the nationality of a person from China. China is the English translation for Zhongguo, believed to have become popular in the mid-19th C.

PERSON WITH A DISABILITY - DISABLED PERSON/PEOPLE

'Person with a disability' is inappropriate as it assumes that the person has the disability; disabled people are disabled by their environment. Under the Equality Act 2010 a disabled person is someone who has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities. Under social model thinking, the person is disabled by oppressive barriers of attitude, structures and environments in society. 'Disabled people/person' is more acceptable as it recognises the social oppression and environment that disables the person.

THE DISABLED / THE DEAF / THE BLIND ETC

To call any group of people 'the' anything is to dehumanise them. Use blind people, deaf people or disabled people.

CRIPPLE / INVALID

The word comes from Old English crypel or creopel. These, in turn, come from old (Middle) German 'kripple' meaning to be without power. Referring to a person as being in-valid or not a valid person is also disempowering. These words are extremely offensive. Use disabled person.

HANDICAPPED

Handicap means having an imposed disadvantage. It's origin comes from going "cap in hand" and begging. Use disabled person.

ABLE-BODIED / NORMAL - NON-DISABLED PERSON

Avoid able-bodied/normal person as the opposite of disabled; 'Disability' is not a description of a personal characteristic. A disabled person is not a 'person with a disability' as the person does not own the disability in the way that someone might be 'a person with brown hair'. Consequently, the opposite of 'disabled' is not 'able-bodied' or 'abled', but 'non-disabled' or 'enabled'.

CONFINED TO A WHEELCHAIR, WHEELCHAIR-BOUND - A WHEELCHAIR (WHEN REFERRING TO THE PERSON WHO USES IT) - A WHEELCHAIR USER.

Use wheelchair user , Wheelchair users see their wheelchair as a means of mobility and freedom, not something that restricts them, apart from problems with lack of access. Avoid the mentally handicapped.

AFFLICTED BY, SUFFERS FROM, VICTIM OF - HAS (NAME OF CONDITION OR DISABILITY)

Disabled people are not victims because this implies they are consciously singled out for punishment. Similarly, the word sufferer can imply someone upon whom something has been imposed as a punishment.

Use person who has / person with... these are neutral terms, unlike victim. In this way we can denote difference between illness, difference, and social oppression. We cannot assume that an impairment comes with pain. Unfortunately we can assume that difference leads to the oppression of marginalised groups caused by enduring negative stereotypes.

MENTALLY HANDICAPPED, MENTALLY DEFECTIVE, RETARDED, SUBNORMAL, SIMPLE - LEARNING (OR INTELLECTUALLY) DISABLED PERSON

These terms are not acceptable and portray a person in a negative and derogative way. Use person with a learning difficulty.

DWARF(ISM) / MIDGET - A PERSON WITH RESTRICTED GROWTH OR SHORT STATURE

Dwarfism is a medical or genetic condition that results in a stature below 4'10," When used in a non-medical sense, it can be considered offensive. Avoid the term *dwarf* unless it is being used in a medical context. Use a person with restricted growth or short stature. Only refer to a person's short stature if it is relevant.

The term *midget* was used in the past to describe an unusually short and proportionate person. It is now considered derogatory. Also avoid using the term vertically challenged.

It is best to ask people which term they prefer to describe themselves.

AN EPILEPTIC, DIABETIC, DEPRESSIVE, ETC. – A PERSON WITH EPILEPSY OR SOMEONE WHO HAS EPILEPSY, DIABETES, DEPRESSION, ETC.

Avoid labelling people by a medical condition. Do not categorise them collectively. Use for example, ‘a person with epilepsy’.

SPASTIC – A PERSON WITH CEREBRAL PALSY

The term spastic is outdated and now seen as insulting and offensive. Use a person with cerebral palsy.

MENTAL PATIENT, INSANE, MAD – A PERSON WITH A MENTAL HEALTH ISSUE

These terms are outdated and have been used with negative connotations over time. They are insulting and offensive. Use a person with a mental health issue.

THE DEAF, DEAF, AND DUMB; DEAF MUTE – A PERSON WHO IS DEAF AND / OR HARD OF HEARING

These terms are now seen as insulting and offensive, particularly the word dumb, that is now often used as to mean stupid. You may see deaf written as “D/deaf”, due to how the individual identifies. A Deaf person is often profoundly deaf, uses sign language and identifies as part of the Deaf community. People who are hard of hearing or have gradual hearing loss, would usually use the term “deaf”. It is good practice to use both in written format.

THE BLIND, VISUALLY IMPAIRED – A PERSON WHO IS BLIND OR PARTIALLY SIGHTED PERSON

The word “blind” is grouping everyone together but separating from the rest of society. The word impaired is seen as negative, as it is referring to what the person cannot do.

FITS, SPELLS, ATTACKS – A PERSON WHO HAS SEIZURES

Use of these terms are outdated and negative. Its important to focus on the person first.

THE AUTISTICS – NEURODIVERSE PEOPLE

Using the term “the” is grouping everyone together but separating from the rest of society. Use neurodiverse people. Neurodiverse conditions also include, but not limited to ADHD, dyslexia, dyspraxia, dyscalculia and Tourette’s syndrome.

HIDDEN DISABILITY – NON-VISIBLE DISABILITY

Hidden disability could imply that a person is trying to ‘hide’ or is ashamed, but it just cannot be seen. An example is someone with Crohn’s disease or diabetes.

BI

Bi is an umbrella term used to describe an emotional, romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, bi-curious, queer, and other non-monosexual and non-monoromantic identities.

GAY

Refers to man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian.

HOMOSEXUAL

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used and accepted.

FAGGOT / POOF / RENT BOY

These terms are derogative and have been used negatively predominantly towards gay men and boys.

LGBTQ+

The acronym for lesbian, gay, bi and trans. The Q in Q+ refers to Queer, which is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it. It can also refer to Questioning, which is the process of exploring your own sexual orientation and/or gender identity. To represent those who do not identify with one of the letters in the acronym, a plus sign is often used. This can include intersex, asexual, demisexual, non-binary, gender fluid, pansexual, polyamorous, questioning and many more.

TRANSGENDER MAN

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male. Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

TRANSGENDER WOMAN

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, genderqueer (GQ).

CISGENDER

Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

NON-BINARY/AGENDER/GENDERQUEER

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

APPENDIX

STADIUM ANNOUNCEMENT TEMPLATE – 3-STEP PROCEDURE

FIRST ANNOUNCEMENT

Attention please – This is an important security announcement:

Because of discriminatory behaviour amongst spectators which is interfering with the game, the referee has indicated that they may have to suspend the match. Discrimination in football stadiums will not be tolerated. Please be in no doubt that the game will be suspended, and may be abandoned if the behaviour continues amongst spectators.

Help everyone enjoy the game and say No to discrimination!
Thank you.

SECOND ANNOUNCEMENT

Attention please – This is an important security announcement:

Because of continuing discriminatory behaviour amongst spectators, the match has been suspended for X minutes (*5 to 10*). The teams will go back to their dressing rooms.

We remind you once again that discrimination in football stadiums will not be tolerated. If discriminatory behaviour amongst the crowd continues, then the match will be abandoned and appropriate disciplinary or criminal sanctions will be taken against the spectators and clubs involved.

We repeat that this match will be abandoned if there is continuing discriminatory behaviour amongst spectators.
Thank you.

THIRD ANNOUNCEMENT

Attention please – This is an important security announcement:

We regret to inform you that, because of continuing discriminatory behaviour amongst spectators which is interfering with the game, the referee has decided to abandon the match.

We repeat: this match has been abandoned. All spectators are now requested to leave the stadium in an orderly fashion.

In the interests of safety, all spectators are also asked to take their time when leaving the ground and to follow the instructions of the stewards and security personnel.

Further statements on the consequences of the abandonment of the match will be made by the club on its website in the following days.

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