

# Reporting Discrimination



Guidance for professional and semi-professional players.



# Reporting Discrimination

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## Foreword

For the majority of the millions of people involved in football each week, either as a player, employee, volunteer or supporter, the experience is extremely positive, helping to develop a lifelong love of the game. However, there can be occasions when some behaviours occur that are unacceptable.

Discriminatory abuse occurs in many forms – and the use of any threatening, abusive, indecent or insulting words or behaviour in reference to a person's ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability is completely unacceptable.

Aggressive and subtle discriminatory abuse persists across British society and it is unsurprising that this behaviour can also manifest in football.

Central to English Football's Inclusion and Anti-Discrimination Plan 2013-17 is to deliver "football for everyone". We are determined to provide an inclusive football experience for anyone who wishes to play, work in, or support English football. An experience that is reflective of our diverse communities, safe for all and free from abuse and discrimination.

We recognise that there is under-reporting of incidents of discriminatory abuse in professional and semi-professional football and we encourage those who feel that they have experienced or witnessed discriminatory abuse to report it.

This guide uses stills from a film that The FA has produced in collaboration with the artist Paul Trevillion and ex-England footballer Dion Dublin.

You can view this film and others on <http://www.thefa.com/football-rules-governance/equality/inclusion>

Anyone who believes they may have witnessed or been a victim of discrimination or abuse during a game is encouraged to report it to the referee immediately – as this guide explains, you should also make your club aware and the police if you want. Players should also speak to their manager, and in the professional game, a PFA representative on such matters. Use the contact details provided in this booklet to contact The FA, or alternatively, Kick It Out via their reporting app where you can report anonymously.

The FA has also introduced a mandatory five match suspension and education programme for Participants who have a proven charge for face to face discriminatory abuse under FA Rule E3. This means attending a session to look at and explore discriminatory behaviour and its impact on others.

So please remember, if you see it, or hear it, report it.



Alex Horne, General Secretary,  
The Football Association

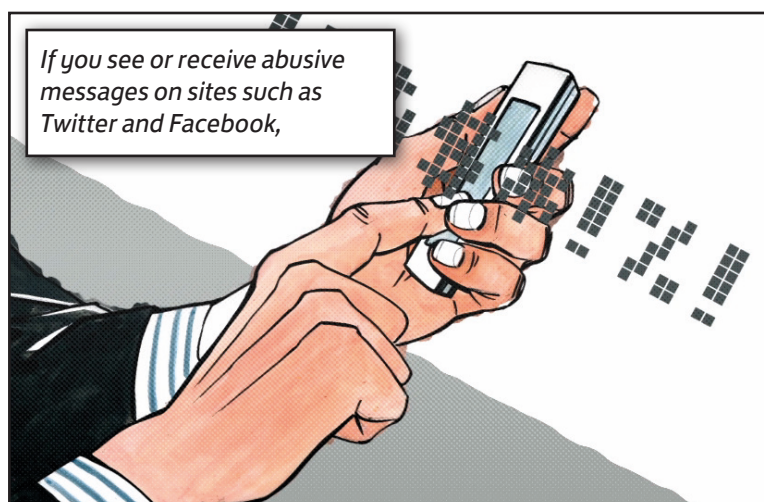


# Reporting Discrimination



we want you to **REPORT IT.**

# REPORT IT



we want you to **REPORT IT.**

# REPORT IT

And then Kick It Out will report your complaint to True Vision and the police to follow up.

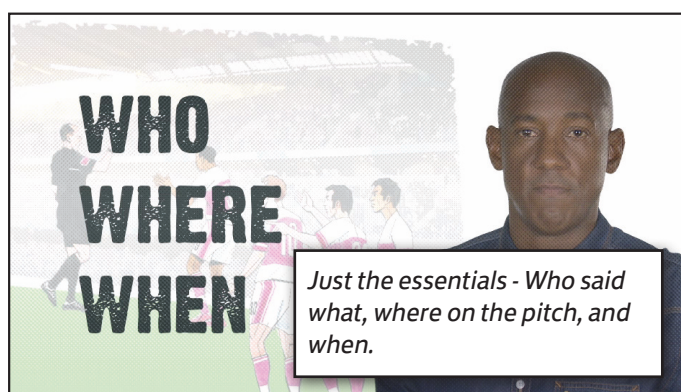
Because if you report discrimination, your evidence can help us to take positive action.

## EVIDENCE ENABLES ACTION





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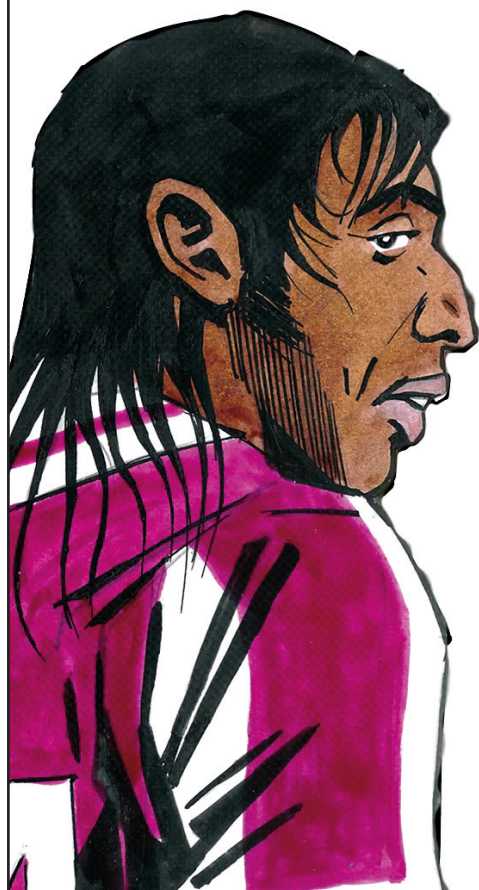
*The Referee will record your complaint and pass on to The FA so we can follow up.*

**RECORDED**

**REPORTED**



*If the incident involves fans,*





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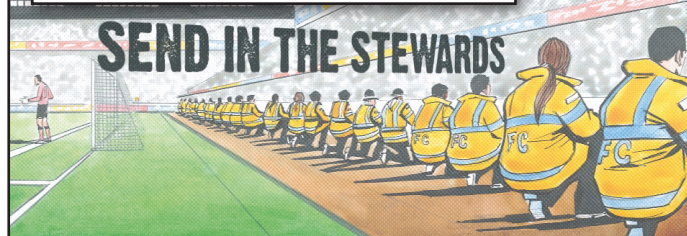
**WHAT CHANT  
DID YOU HEAR?**

informing a Match Referee is also vital.



Because it may be possible for instant action to be taken by sending in stewards,

**SEND IN THE STEWARDS**



Or focusing CCTV in that area,

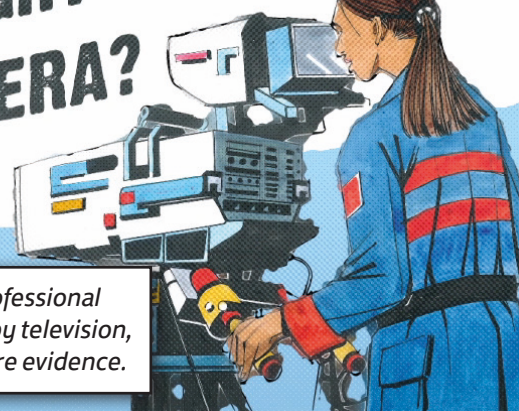
**Morning Daily**



**NICKED!  
CCTV  
SHAME**

**CAUGHT ON  
CAMERA?**

And with many professional matches covered by television, there could be more evidence.



If the discriminatory abuse continues and the referee decides to stop play, then the ground safety officer and police will support the referee.



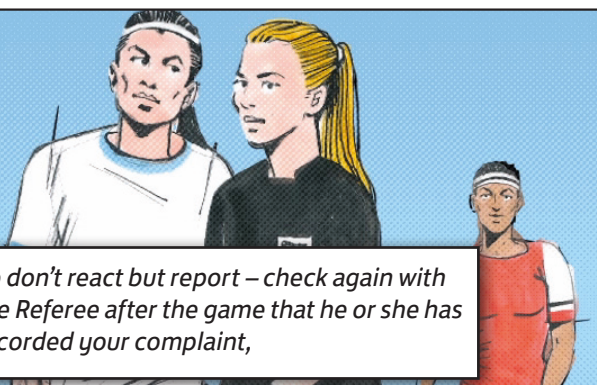
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*But remember not to react or get involved because you could end up in trouble.*

**DON'T GET INVOLVED.**



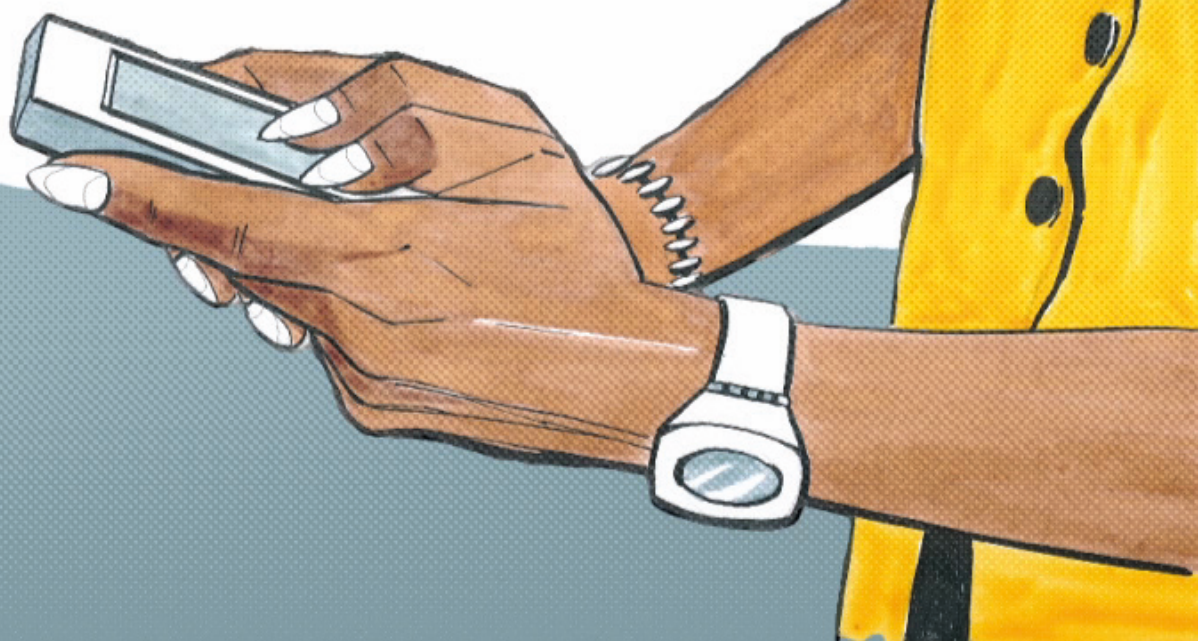
*So don't react but report – check again with the Referee after the game that he or she has recorded your complaint,*



*as well as making your club aware and the police if you want.*

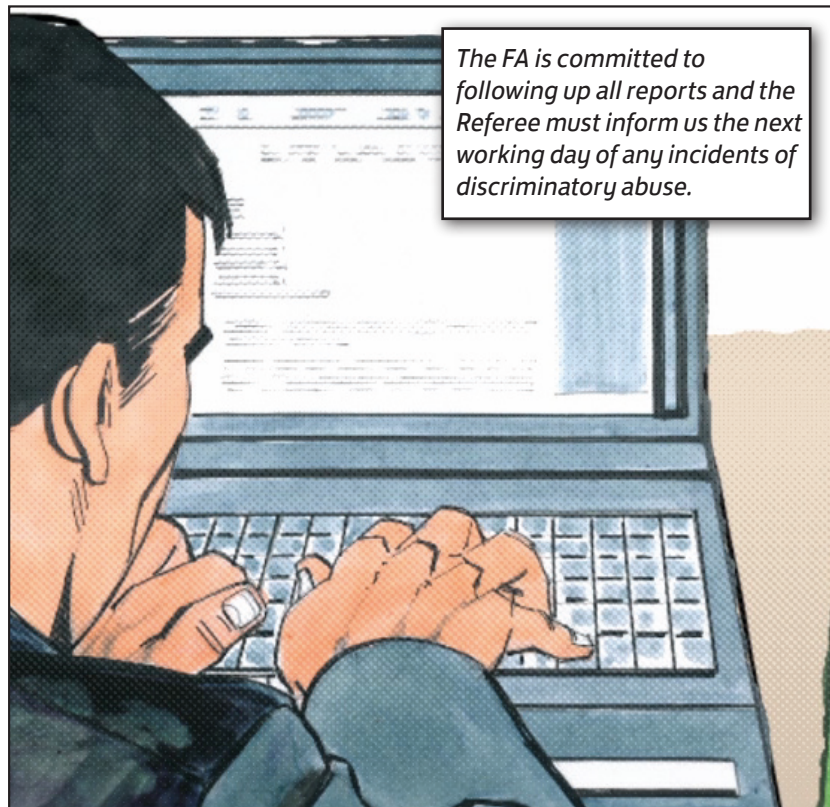


*But avoid posting messages on Twitter or Facebook as this can complicate or delay an investigation.*





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**THEN WE  
CAN HELP  
YOU**

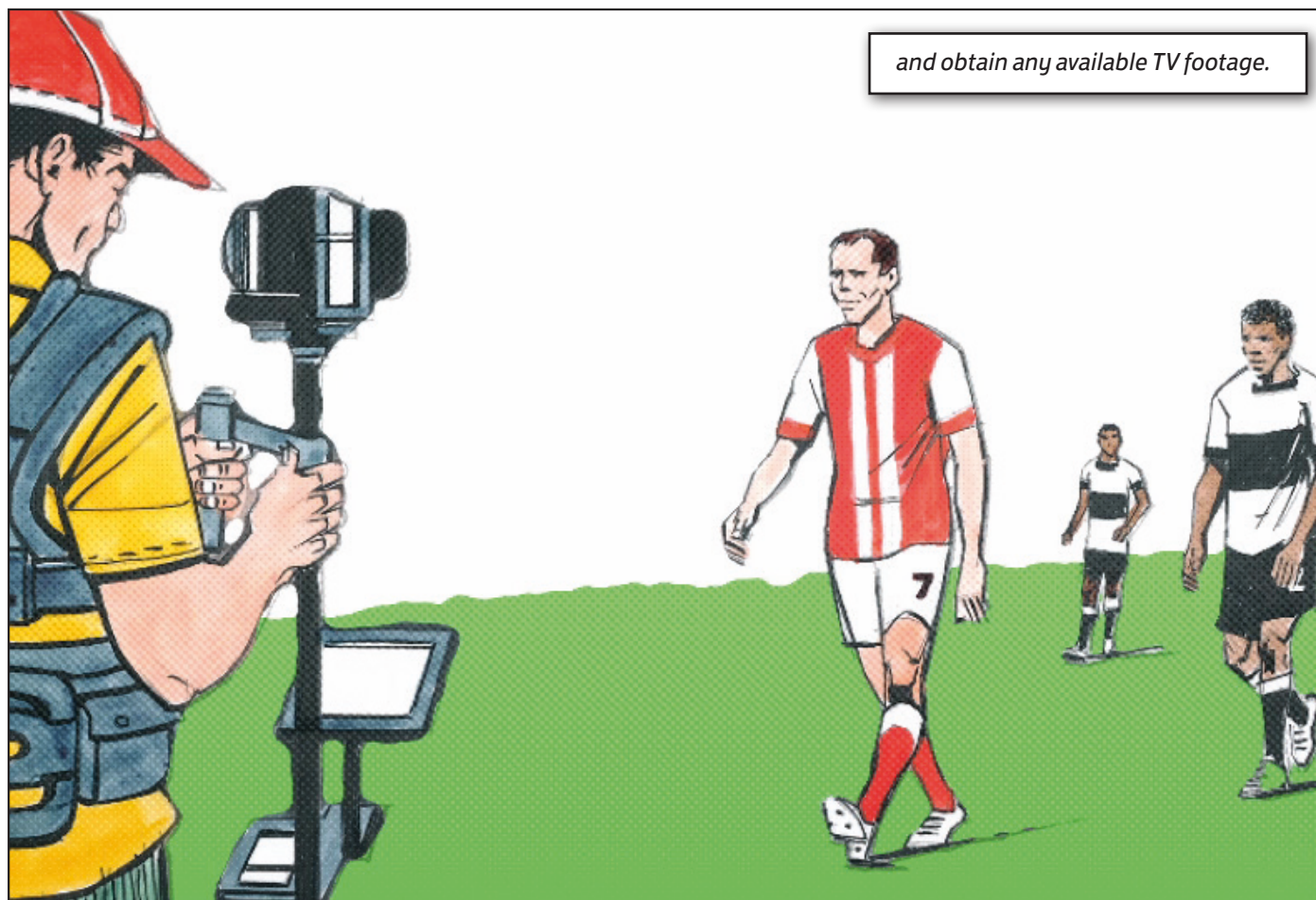
*Then we can help you...*

**CONTACT  
YOUR  
CLUB**



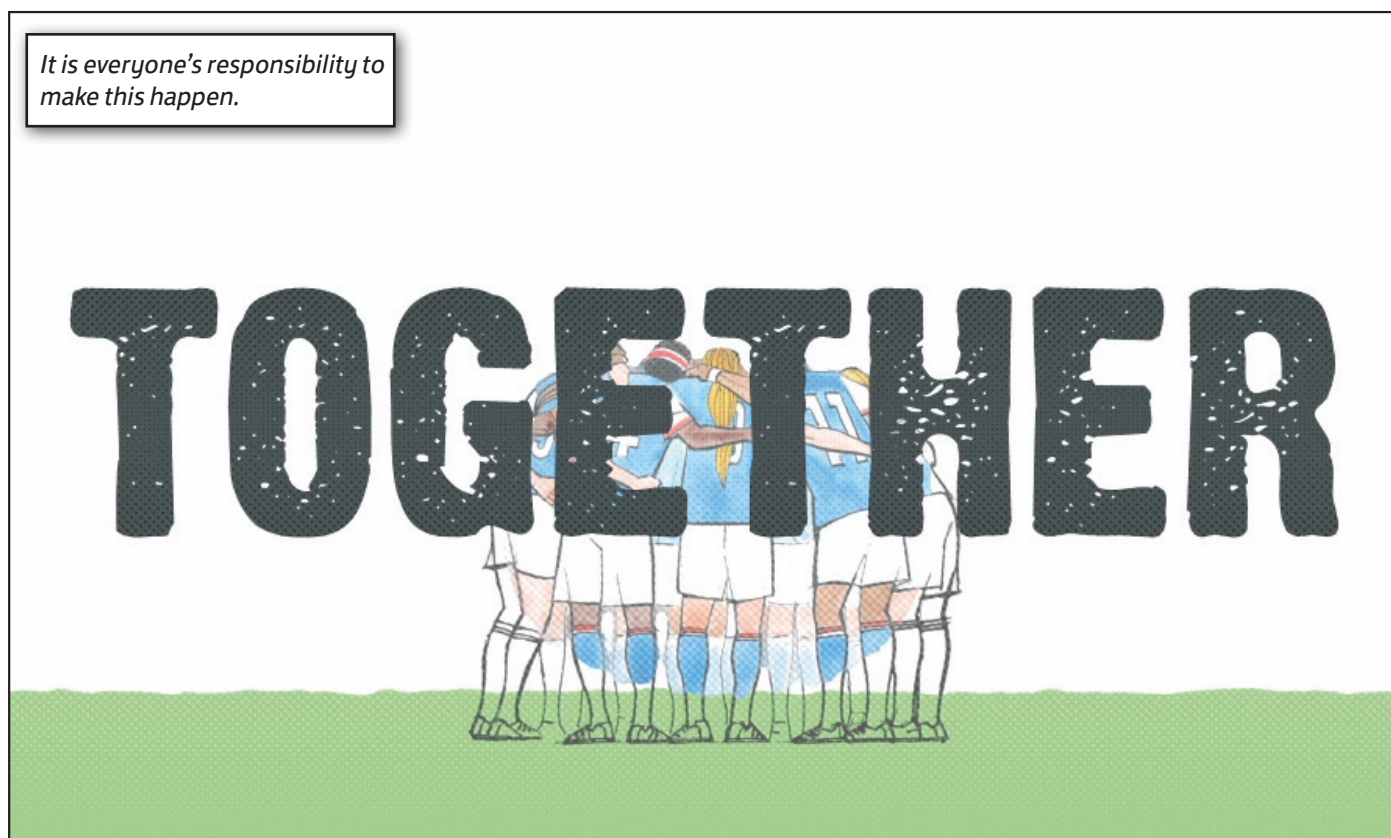
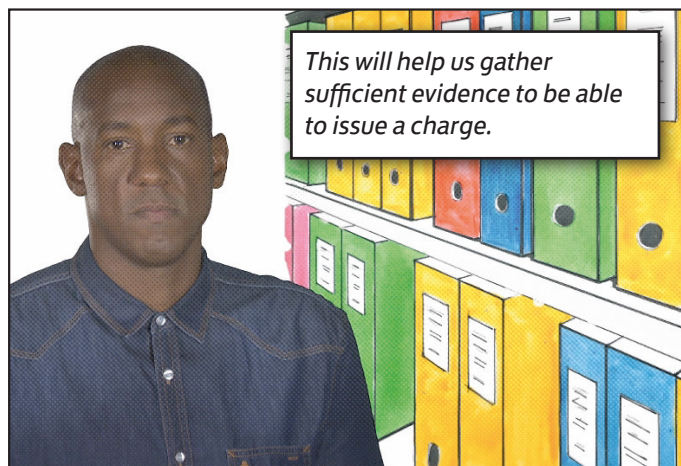
*We will speak to you and your club to ask if you wish to make a formal complaint. We can take statements,*

*and obtain any available TV footage.*





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*So please remember - If you  
See It, or Hear It -Report It.*

**SEE IT.  
HEAR IT.  
REPORT IT.**

## TO REPORT DISCRIMINATION

Email:

[footballforall@TheFA.com](mailto:footballforall@TheFA.com)  
[info@kickitout.org](mailto:info@kickitout.org)

Supported by:



PROFESSIONAL GAME  
MATCH OFFICIALS

PFA members can contact [reporting@thepfa.co.uk](mailto:reporting@thepfa.co.uk) for support



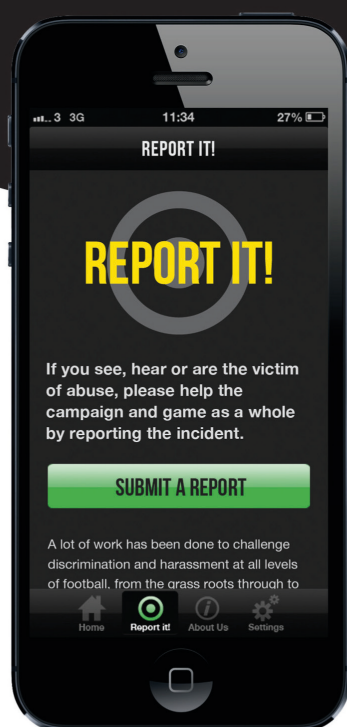


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**LET'S  
KICK RACISM  
OUT OF  
FOOTBALL**

**JOIN KICK IT OUT'S SEASON OF ACTION**  
*1993-2013 years of campaigning*

# REPORT IT!



**FACEBOOK/KICKITOUTOFFICIAL**



**@KICKITOUT**



**INFO@KICKITOUT.ORG**



**0800 169 9414**



Report using the  
Kick It Out app.

**Download it today.**



**KICKITOUT.ORG**

**Equality and Child Protection Department**

The FA Group  
Wembley Stadium  
Wembley  
London HA9 0WS

Please contact us at **[footballforall@thefa.com](mailto:footballforall@thefa.com)** if you would like this information in an alternative format such as Braille, large print or audio.

