



# Reporting Discrimination



Guidance for grassroots 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 life long 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 Action Plan 2013 – 2017 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 grassroots 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 Graeme Le Saux.

You can view this film and others on [www.thefa.com/football-rules-governance/equality/inclusion](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. 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.

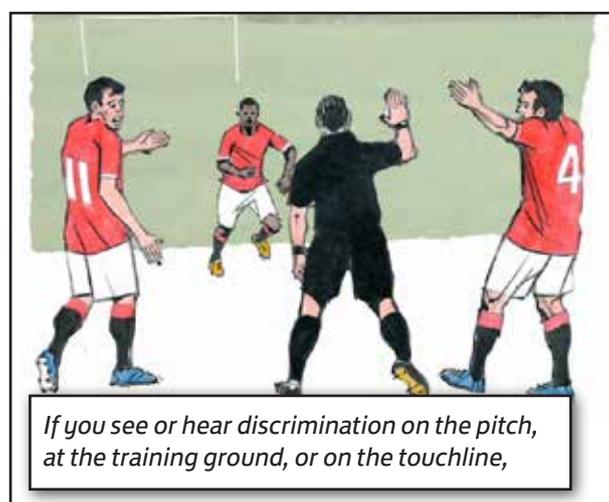
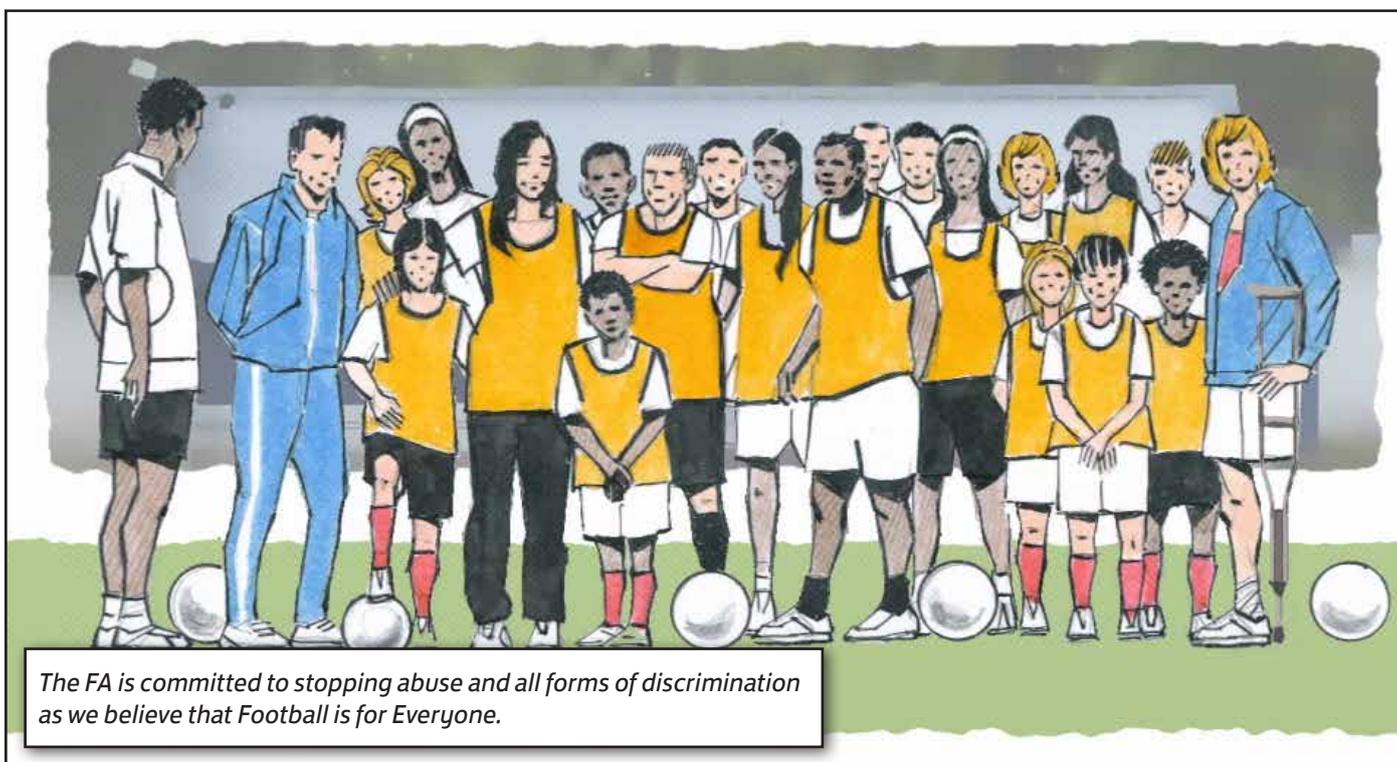
The FA has also introduced a mandatory five match suspension and education programme for Participants who have a proven charge for face to face discriminatory abuse under FA Rule E3. This means attending a session to look at and explore discriminatory behaviour and its impact on others.

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



Alex Horne, General Secretary,  
The Football Association

# Reporting Discrimination



# REPORT IT

we want you to **REPORT IT**.

# Reporting Discrimination

*If you see or receive abusive messages on sites such as Twitter and Facebook,*



## REPORT IT

*we want you to REPORT IT.*

## EVIDENCE ENABLES ACTION



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



*In the grassroots game, speak to the Referee or one of the Match Officials immediately.*

# WHO WHERE WHEN

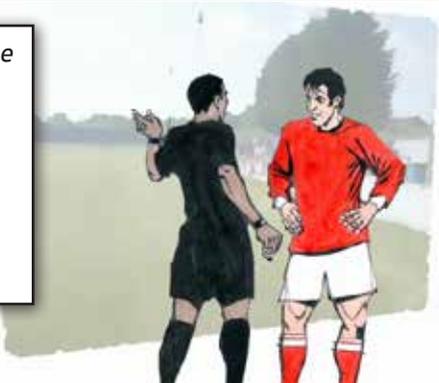


*Just the essentials - Who said what, where on the pitch, and when.*

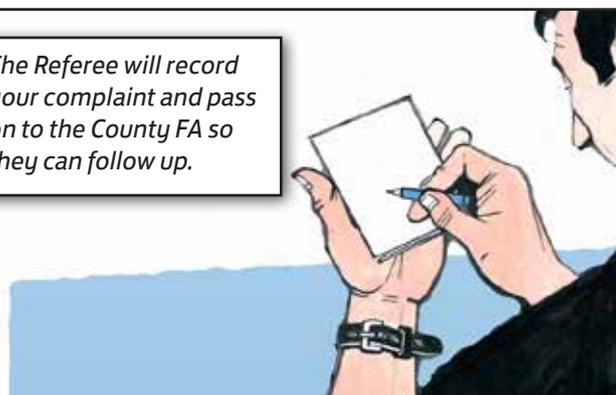
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*Remember, the Referee can take immediate action if they see or hear the offence, such as showing a red card.*



*If they didn't see or hear it, they may choose to speak to the player and let them know a complaint has been made.*



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



*If the incident involves fans,*

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*informing a Match Referee is also vital,*



*because it may be possible for instant action to be taken by the Referee by speaking to a representative of the relevant team for assistance in dealing with this conduct.*



*If the Referee has consistent concerns, he or she has the power to stop or abandon the game,*



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



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



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*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.*

*The Referees' report will be sent to your County FA,*

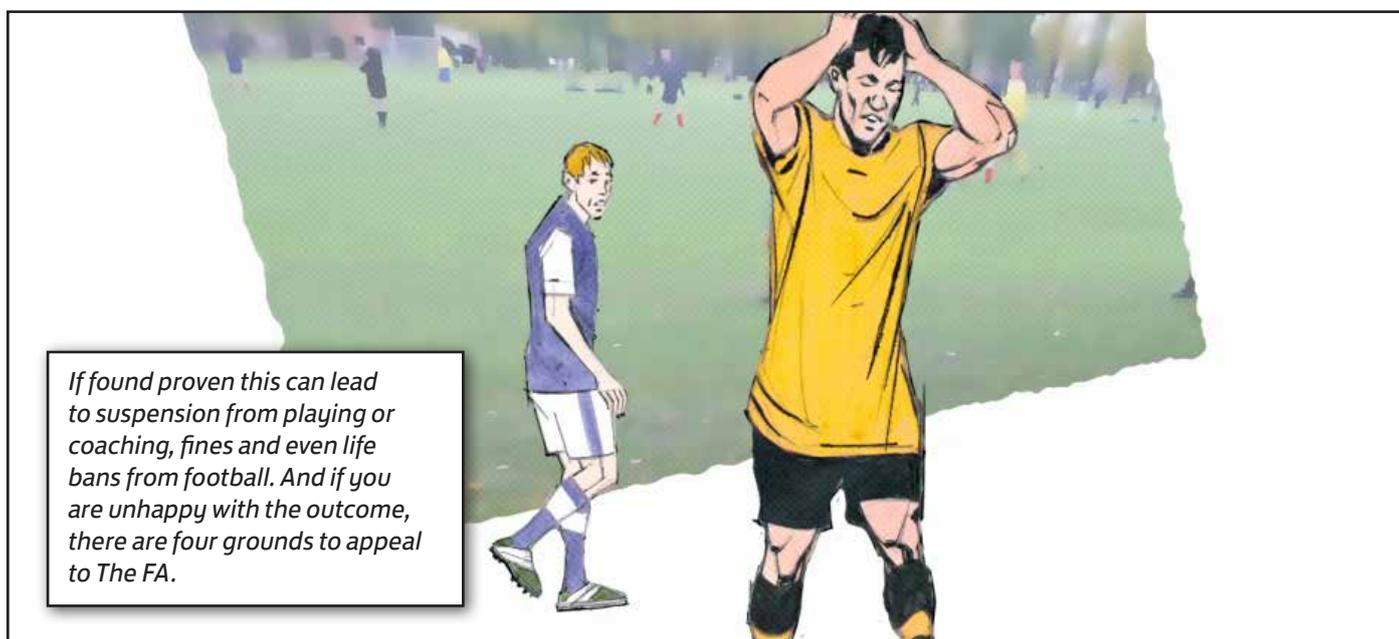


*and then they can help you. They will speak to you and your club to ask if you wish to make a formal complaint.*

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**DISCRIMINATION IS NOT ACCEPTABLE**

*You can help to send a clear message that discrimination of any kind is not acceptable,*

**FOOTBALL FOR EVERYONE**

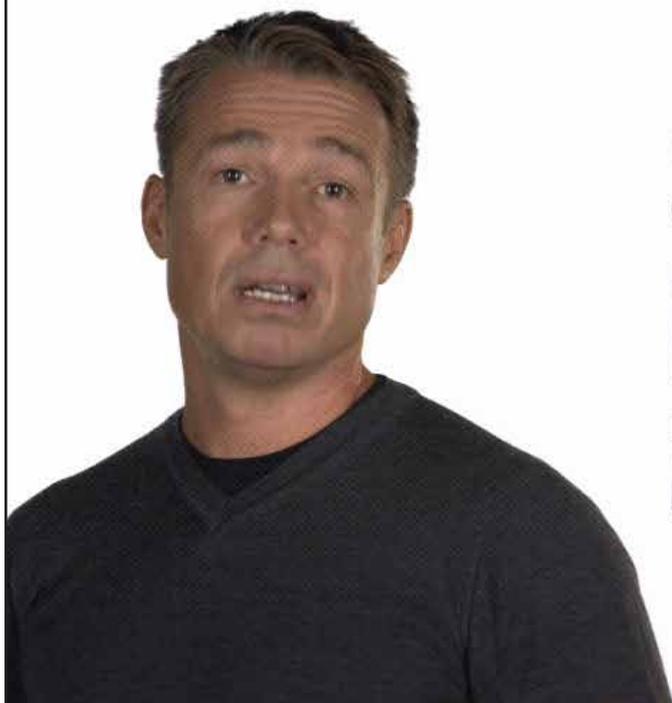
*and help support The FA & County FA's in eliminating abuse and discrimination in football.*





# Reporting Discrimination

*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:



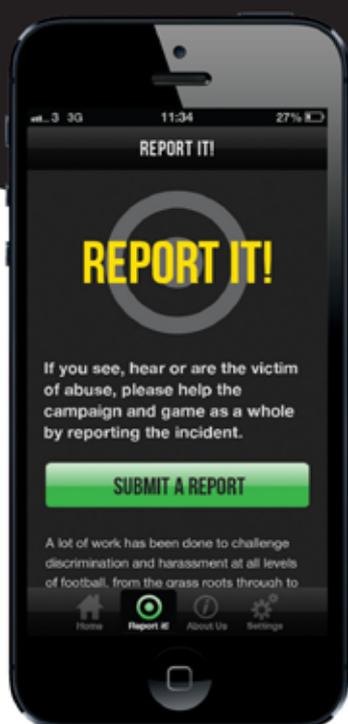


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**LET'S  
KICK RACISM  
OUT OF  
FOOTBALL**

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.



Available on the  
App Store

ANDROID APP ON  
Google play

[KICKITOUT.ORG](http://KICKITOUT.ORG)

**Equality and Child Protection Department**

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