

DISCRIMINATION



Any form of discrimination needs to be dealt with, and individuals who are guilty of discrimination will face disciplinary action.

If you are unsure what constitutes discrimination, at a very basic level discrimination means treating someone unfairly due to one of the below characteristics:

- Age
- Disability
- Ethnic Origin
- Colour
- Race
- Nationality
- Faith
- Gender
- Sexual Orientation

REPORTING

When reporting an incident it is important to provide as much detail as possible about what happened. We recognise the process may be difficult, and sometimes distressing, but it is vital that you mention key pieces of information. Some of the facts that we will want to establish are as follows:

- Where and when did the incident(s) take place?
- What exactly happened?
- Who said/did what to whom?
- What are the relationships/roles of the parties involved in the incident?
- How close were you to the incident? Did you have an unobstructed view?
- Did you witness the incident first-hand? Or was it reported to you - if so, by whom?
- What are the names and/or descriptions of those involved in the incident, including other possible witnesses?
- What happened after the incident and has it been reported to anyone else? E.g. Police
- Is there anything else we should know? E.g. past history

CONFIDENTIALITY

All investigations are anonymous and any information relating to an investigation will not be realised to the public unless or until charges are brought.

Anyone who contacts us can choose to remain anonymous, however if another agency (e.g. police) become involved we may seek to share information with that agency, your permission will be sought where necessary. Investigations will also be put on hold pending the result of another agencies investigation; this is most likely when police are involved.

WITNESS STATEMENT



Statement of: _____

Position: (e.g. player, parent, spectator etc.): _____

Fixture: _____

Date of fixture: _____

Venue: _____

Competition: _____

This statement is true to the best of my knowledge, information and belief. I understand that it may be tendered in evidence and used at any subsequent disciplinary proceedings.

Signature Date :

Please provide your statement in a chronological order and confirm the time(s), date(s), location(s) and your distance from any incident(s) that you may have witnessed. For each incident please confirm if your view was unobstructed, or impaired. Please provide a detailed physical description of the offender(s) (including, approx. age, height, build, hair / skin colour and any distinguishing features). Please record any offensive language that you heard directly in speech marks (" ").

I, () , will state:

Signature :