

HATE & DISCRIMINATION IN FOOTBALL VICTIM SUPPORT GUIDE



**VICTIM
SUPPORT**
WALES | CYMRU

INTRODUCTION

At the Football Association of Wales (FAW) we are aware that hateful and discriminatory attitudes which exist in society regrettably extend to football. Instances of discrimination and behaviour motivated by prejudice persist across all levels of the game and we acknowledge that a more intensified effort in combatting all forms of discrimination and hate in football is required by everyone. It has no rightful place in the sport, and the FAW is committed to robustly addressing this issue. The FAW will take vigorous action in respect of investigating complaints of discrimination and anyone who is found guilty of any of the offences detailed in its Discrimination in Football Regulations will be liable to sanctions and will also be ordered to undertake an education workshop.

We constantly strive to identify and understand these issues in order to effectively shape our approach to promoting equality, diversity and inclusion and challenge all forms of discrimination.

By eliminating prejudice and discrimination from the game, it will provide a more joyful and welcoming environment for all to participate in.

The FAW has developed a PAWB Equality, Diversity and Inclusion Strategy 2021-26, which outlines our commitment and objectives in creating a more equal game in Wales.

Our core vision in the PAWB equality, diversity and inclusion Strategy is a game that is for **EVERYONE, EVERYWHERE** in Wales, where everybody can participate and strive to be the best version of themselves.

We all play a key role in achieving this vision and can play an important part in tackling discrimination and inequality in football.

Recognising the profound impact that discrimination and prejudicial, hateful behaviour can have on an individual's well-being and future involvement in the sport. Our aim is to empower victims and foster a football community that stands united against discrimination in all its forms providing our full support to those who encounter discrimination and hateful behaviour while participating in football.

This guide serves as a resource, providing advice along with outlining the available support for individuals who have experienced discrimination in football.

NEXT STEPS

INVESTIGATION & DISCIPLINARY PROCESS

Following the submission of a report in relation to an alleged discriminatory incident in football the relevant football authority will:

- Acknowledge receipt of the report within two (2) Business days.
- Where the report is from the victim of the alleged discrimination and/or prejudicial behaviour, the FAW will also provide the FAW's 'Discrimination in Football - Victim Support Guide' (this Guide) to the victim(s).
- Where the report is from a third party, the FAW will notify the victim of the discrimination of the report and offer to provide the FAW's 'Discrimination in Football - Victim Support Guide' (this Guide) to the victim(s) and to update the victim as to the progress of the case.
- Fully investigate the report. Thorough investigations can sometimes take a period of time; however, you will be kept informed of proceedings at least every four (4) weeks until the matter is concluded.
- Where there is sufficient evidence to prove an offence as specified under the [FAW Discrimination Regulations](#), a Disciplinary charge(s) will be issued, unless there is an exceptional reason not to do so. There are different provisions concerning minors.
- Regardless of whether or not a charge is found proven, the Disciplinary Panel may, at their absolute discretion, order a party alleged to have committed a breach to complete a mandatory Challenging Discrimination in Football Education Workshop or Online course.
- A Judicial Body of the Association will, whenever reasonably possible, be arranged within twenty-one (21) Business Days as of the date of the letter detailing the charge of misconduct against the alleged offender. A hearing will then take place when evidence will be heard. The decision of the Judicial Body will be announced either at the hearing or confirmed in writing to all parties within three (3) Business days.
- The decision of the Judicial Body will also be shared with the victim(s) directly where possible and shared with the victim(s) through their Club.





VICTIM SUPPORT



SUPPORTING VICTIMS OF HATE AND PREJUDICE IN FOOTBALL

As part of a partnership between the FAW and the Wales Hate Support Centre at Victim Support Cymru, anyone who has been affected by prejudice and hateful behaviour in football can contact Victim Support for free, confidential independent support.

CALL

Call the Centre for free on 0300 30 31 892.

You can talk to fully trained Centre staff in confidence (and anonymously if you prefer), and they can explain more about the range of services Victim Support provides, together with their confidentiality policy. You can access support 365 days a year, 24 hours a day.

You can dial 141 to hide your number (please check with your network)

GET SUPPORT ONLINE

Not ready to call? You can start a live chat on our website, available 24/7 [HERE](#).

You can also request support and report online on the site through the online reporting form, or by e-mail.

FURTHER GUIDANCE

Access My Support Space – a free online resource containing interactive guides and videos [HERE](#).

For further information visit the Victim Support website at www.victimsupport.org.uk

FURTHER SUPPORT & CONTACT

The FAW's Discrimination Regulations can be found [HERE](#).

Further support and resources can be found on the FAW's PAWB Website [HERE](#).

If you have any questions or require further support, please contact:

PAWB@faw.cymru

DISCIPLINE CONTACT EMAILS

For queries regarding your case please contact the relevant authority investigating the incident:

Football Association of Wales (Tiers 1-3) – discipline@faw.cymru

North Wales Coast FA - discipline@nwcfa.org

North East Wales FA - discipline@newfa.co.uk

Central Wales FA – cwfadiscipline@gmail.com

West Wales FA – roger.wwfa@hotmail.com

South Wales FA – discipline@southwalesfa.co.uk

Gwent FA - kevin.jones@gwentfa.co.uk

The Football Association of Wales

Hensol, Pontyclun, CF72 8JY

Telephone: 029 2043 5830 Fax: 029 2049 6953

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