DISCRIMINATION AND AGGRAVATED BREACHES – PROCESS OVERVIEW

IDENTIFY

Incident* occurs → Reported to or witnessed by Match Officials, Club Officials or League Officials

* Incident referencing: ethnic origin, race colour, nationality, religion or belief, age, gender, gender reassignment, sexual orientation or disability.

If unsure if the incident falls in to this category, always report it so BE can confirm.

INVESTIGATE

Reported directly by victim or witness to BE through Report An Incident; or reported by any Official through the Disciplinary Report Form, Report An Incident or email contact → BE starts investigation → Match Official, both Clubs and any other witnesses contacted for observations and statements → Follow up information and further questions may be asked to try and get the best possible evidence. Deadlines may be given to ensure matters are resolved in a timely manner

Support provided to any U18s and adults at risk by Club or League welfare officers

Victims will be signposted to support available following incidents of discrimination or aggravated language/ behaviour.

BE will aim to provide updates to victims regarding the progress of the investigation.

BE will support victims who also wish to report incidents to the police.

ACTION

Available evidence is reviewed by BE → Sufficient evidence to charge → Charges raised and notified to individual/ club → Response to charge submitted

Available evidence is reviewed by BE → Insufficient evidence to charge or take further action

Where there is agreement between BE and relevant parties, or in-line with the Disciplinary Code, alternative action (e.g. education sessions) may be imposed instead of formal charges.

RESOLVE

All relevant parties informed of decision to close with no further action

Charge is heard by a National Discipline Commission* → All relevant parties informed of the outcome, including any sanctions → Written Reasons for the decision produced by the Discipline Commission, and circulated to relevant parties

*Any witnesses will be required to attend if a personal hearing has been requested. Specific procedures for young people and adults at risk will be followed if any are involved.