



# Amateur Football Combination

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[www.amateurfootballcombination.com](http://www.amateurfootballcombination.com)

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## Amateur Football Combination Equality and Complaints Policy

### Introduction

The Amateur Football Combination ('AFC') is a competition in which diverse people from many different cultures take part. The principles of equal opportunity, respect for individuals, fair play, good sportsmanship and hospitality lie at the heart of AFC football. Discrimination or harassment in any form directly breaches these principles and is unacceptable under any circumstances by the AFC. The principles apply to anyone taking part in AFC football whether in a paid or voluntary capacity including players, club officials, match officials and League representatives.

The AFC regards open access and fair treatment for those who wish to participate in the League's activities in whatever capacity as key responsibilities both of the competition and of member Clubs.

### AFC Equality Policy

The aim of this policy is to ensure that all members of the community are treated fairly and with respect and that the Amateur Football Combination is equally accessible to them all.

The Amateur Football Combination is responsible for setting standards and values to apply throughout the League at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, age, ability or disability and to encourage equal opportunities.

This policy is fully supported by the League Officers and Danny McConnell who holds the post of Secretary and Welfare Officer at the Amateur Football Combination and who is responsible for the implementation of this policy.

Equality at the Amateur Football Combination means that in all our activities we will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, age, ability or disability. It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. And it means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.

The Amateur Football Combination will not tolerate harassment, bullying, abuse or victimisation of an individual (which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination). This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The Amateur Football Combination will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within the Amateur Football Combination and in the wider context, within football as a whole. We are also committed to circulating this policy to all our members.

The Amateur Football Combination is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the following (but not limited to) equalities legislation - Equality Act 2006, Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

The Amateur Football Combination commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions be imposed, as appropriate.

### League Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the League's Policies, Rules or Code of Conduct has been broken they should report the matter to the League Secretary or

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another member of the Committee. If the complaint is with regard to the Leagues' Management Committee the member has the right to report the discrimination direct to the relevant County Football Association or to The Football Association.

### **Supporting Information**

#### **How to Report Racism and other Discriminatory Abuse**

##### ***General Advice***

If you are a victim of racism or other discriminatory abuse, or see or hear someone making racist or other discriminatory comments or gestures, you can report it in a variety of ways. You may report it to a match official, to the Amateur Football Alliance, to The Amateur Football Combination, to The FA, or to Kick It Out. Any of these courses of action will ensure that the incident is investigated.

Racist abuse at football matches is against the law, so you may report this to the police who should take action. Referees should act if the abuse comes from players, and your league or County FA should look into the matter. Make note of the incident and let Kick It Out know what's happened too.

Contact details for The AFA and Kick It Out appear below.

##### **Advice to Referees**

##### ***Racist incidents by players and substitute players***

If you witness a racist incident then you must act in accordance with Law 12 and send off the offending player and include the actual words used in your misconduct report as normal.

If you do not witness it but are told of an incident you should take details and report it to The Football Association or County Football Association as appropriate.

You should also advise people to report it to their Club Secretary, their County FA or to The FA (contact details below).

##### ***Racist incidents by other people within the football environment***

You may witness racist incidents involving people other than players and substitutes. You should take details and include them in your report

If you do not witness it but are told of an incident you should take details and report it to the Football Association or County Football Association as appropriate.

You should also advise people to report it to their Club Secretary, their County FA or to The FA (contact details below).

The FA and County FA's will investigate all allegations of racist abuse not reported by the referee and can impose sanctions such as fines, match bans and permanent suspension from the game.

### **Reporting Racism Contact Information**

#### **The FA**

Freephone Telephone Number: 0800 085 0508

Email address: [footballforall@TheFA.com](mailto:footballforall@TheFA.com)

(These contacts may also be used for reporting other forms of abuse or discrimination.)

#### **Kick It Out**

Email address: [info@kickitout.org](mailto:info@kickitout.org)

Hotline Number: 0800 169 9414.

Website address: <http://www.kickitout.org>

#### **Amateur Football Alliance**

Address: Unit 3, 7 Wenlock Road, London, N1 7SL.

Telephone: 020 8733 2613 (Option 6)

Email: [Mike.Brown@amateur-fa.com](mailto:Mike.Brown@amateur-fa.com)

Website: [www.amateur-fa.com](http://www.amateur-fa.com)