



Unacceptable Conduct Policy

Broxburn Athletic are committed to making participation in the club's activities as a player, member of the coaching staff, Committee Member, Spectator or in any other capacity a pleasing and fulfilling one.

In order to ensure this, Broxburn Athletic has defined unacceptable behaviours which will not be tolerated during matches (home or away) and during any other club activity.

Signs are displayed at each end of the ground on Match Days as to the Club Policy on Unacceptable Conduct. This is also posted on the Broxburn Athletic website. The Signs also inform spectators as to where they can access a copy of the Club Policies. Copies of all the policies are held in the Main Reception, and the Room For All ON MATCH DAYS as well as being available online.

All types of violent, offensive or disorderly conduct are unacceptable. The following examples are not all-inclusive and are provided for guidance:

- Violent Conduct - including but not limited to any actual, attempted or threatened violence towards persons or property
- Offensive behaviour - including but not limited to any actions that are designed to or negligently result in distress to others including
- Use of Foul and Abusive Language - Discrimination based on a person's religion, gender, colour, ethnicity. Sexual orientation or disability
- Disorderly conduct - including but not limited to any actions not considered to be violent or offensive but which results in discomfort to others participating in Club Activities. This may include drunkenness, aggressive behaviour or confrontation resulting in distress.

Alcohol

- Signs are placed at each end of the ground advising spectators that NO alcohol can be carried into the ground
- The Signs make it clear what the sanctions are.
- There are notices in the Room For All stating that Alcohol cannot be taken outside or into the Football Ground

Racism

Broxburn Athletic at all times support the "Fight against Racism Campaign" from its inception in 2004.

When you see the RED CARDS FOR RACISM it should further impress upon you the need to give this fight your full support. Please do not hesitate to inform a Member of the Committee if you feel that you have heard or seen RACISM before, during or after the game.

Broxburn Athletic are well aware of the UEFA 10 point plan against Racism and will issue a statement spelling out the action it will take against those engaged in Racist Chanting.

We will make a public announcement condemning racist chanting at matches.

Take disciplinary action against any of our players who engage in Racial Abuse.

We will remove any racist graffiti from the ground as a matter of urgency.

Broxburn Athletic will adopt an Equal Opportunities policy in relation to employment of players and management.

Broxburn Athletic will undertake to work with all other groups and agencies to make progress in eradicating Racism from our game.

Foul Language

Spectators are urged to report anyone they consider to be behaving inappropriately with regards to the use of Foul Language to a Member of the Committee.

Any Spectator or Committee Member found guilty of using Foul and Abusive Language will in the first instance receive a written warning and if there is no improvement he or she will be banned from the Ground.

The Clubs Responsibility

BROXBURN ATHLETIC FC WILL NOT UNDER ANY CIRCUMSTANCES TOLERATE UNACCEPTABLE BEHAVIOUR

Any person who witnesses or is affected by unacceptable behaviour should report this to any club official. Our Club Officials have authority to deal immediately to stop or defuse or mitigate unacceptable behaviour. All such instances must be referred to the Committee:

- a) Unacceptable behaviour by players, staff and officials of the club will be addressed by the club's disciplinary procedures
- b) Unacceptable behaviour by spectators may result in a warning or disbarment from attending matches either temporarily or permanently
- c) Extreme behaviour should be referred to the Police and consideration should be given to seeking a banning order.

Any spectator wishing to view a copy of the Broxburn Athletic FC Club Policies can find them using the link below and by clicking on Club policies <https://www.broxburnathletic.co.uk/>

Paper copies are held in the Main Reception and the Room for All should they desire to see a paper copy.

Anti Racism Policy

This policy is designed to provide clarity to players, officials and everyone connected with Broxburn Athletic FC ("The Club") on the club's attitude to issues of racial harassment and abuse.

It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of the club.

- The club condemns racism in any form, either on or off the pitch. The club aims to create and maintain a working and spectating environment free from racial harassment or abuse.
- A racist incident is defined by the club as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by the Club to be any verbal, physical, written or visible abuse that is based on a person's race, ethnic background, colour, nationality, language or cultural background - and is considered to be unwanted, unacceptable and offensive to the person

- Proven racial harassment or abuse *will* lead to action being taken against players, staff etc. Similarly, such behaviour by a spectator will be reported to the police and may result in a life ban from the club. The club will give their full support to the police in any criminal actions
- All employees have a responsibility to make it clear that such behaviour by anyone connected with the club is unacceptable
- Any player, staff member, etc., found guilty of racially harassing another employee, player etc., or any other person is liable to disciplinary action. Depending on the circumstances, consideration will be given to reporting the matter to the police
- Supporters will also be informed on a regular basis that racist taunts and abusive or threatening behaviour will not be tolerated by the club and will be encouraged to condemn and report such behaviour

Community

Broxburn Athletic Junior FC strongly recognises our role within the community.

We believe passionately in using the power of football to help build a better future for all and dealing with racism is a very integral part of this.

We are committed to achieving the ideals of a game free of racial prejudice

These are our Show Racism the Red Card guidelines on using the MacPherson definition to signal the start of an investigation of a racist incident. The definition of a racist incident is;

'Any incident which is perceived to be racist by the victim or any other person'

Note

It is IMPORTANT that this is a working definition and would signal the start of an investigation. For behaviour or actions to be deemed racist there would have to be supporting evidence.

Considerations:

- The definition is really broad - It is intentionally broad. This is designed to encourage people to report racism should they see, feel or hear it. The definition invites people to come forward in the knowledge that they will be taken seriously. When complex human situations are involved there is no way there could be a guide book of all the incidents that would be considered as racist.
- There could be potential that this definition could be abused or people could play the 'racism card' - In society every system is open to potential abuse. However systems cannot be built for those that seek to abuse them. Racist incidents and racist hate crime is notoriously under-reported.
- Why is there no mention of intention? Why is perception stressed? - Intention is not relevant in defining the existence of prejudice. Even if a player, coach or fellow supporter did not intend their behaviour to be racist it does not mean that racism does not exist.

The most pertinent question which needs to be asked is;

'WHAT ARE THE POTENTIAL CONSEQUENCES OF ALLOWING SUCH A COMMENT/LANGUAGE/BEHAVIOUR TO EXIST IN OUR TEAM AND WHAT ENVIRONMENT IS THIS CREATING FOR OUR PLAYERS/ COACHES/ OFFICIALS AND SUPPORTERS?'

Intention may become relevant when assessing if there are any punishments or sanctions which need to be issued because of the behaviour.

If nobody appeared to be upset should we still take action? - YES the definition of a racist incident does not require an immediate target; the emphasis should be on the potential consequences of and action

CLUB STATEMENT ON UNACCEPTABLE CONDUCT

This policy is designed to provide clarity to employees, stakeholders, supporters and everyone connected with Broxburn Athletic FC ("The Club") on the Club's attitude to issues of unacceptable conduct. It is further designed to promote good relations between all relevant parties to preserve the good name of Broxburn Athletic FC.

1. Broxburn Athletic FC as the Home Club in any Official Match must ensure, so far as is reasonably practical
 - i. Good order and security
 - ii. That policies and procedures have been adopted and are implemented to prevent incidents of Unacceptable Conduct
 - iii. That any incidents of Unacceptable Conduct are effectively dealt with at the Stadium on the occasion of an Official Match
2. Broxburn Athletic FC must ensure, so far as is reasonably practicable, that its Players, Officials, Supporters and any person exercising a function for or connected with the Club do not engage in Unacceptable Conduct at any Stadium/Ground on the occasion of an Official Match.
3. As such in respect of the above Broxburn Athletic FC hereby confirm that it will not tolerate any form of Unacceptable Conduct at its Home Ground or amongst its supporters at Away Fixtures.
4. All employees and committee members have a responsibility to make it clear that such behaviour by anyone connected with the Club is unacceptable.
5. Players, Management, Committee Members, Officials, Supporters and Stewards are required to investigate and produce a written report of any case of Unacceptable Conduct that they may encounter. This report must be provided to the Safety Officer/ Committee Members for consideration by the Committee.
6. Broxburn Athletic FC undertakes to ensure, so far as is reasonably practicable, that it shall issue a written statement published in all forms of Club communication to its supporters, including any Club website, by email and by all forms of social media used by the Club to all known supporters and to the press and media that it will not tolerate any form of Unacceptable Conduct at its Home ground or amongst its supporters at Away fixtures and that said statement shall detail the actions that the Club will take against those who engage in such conduct whilst highlighting the types of behaviour which will constitute Unacceptable Conduct.
7. Broxburn Athletic FC undertakes to ensure, so far as is reasonably practicable, that the above statement will be published in full in all Match Day programmes and/or similar publications and that copies of the statement will be displayed permanently and prominently throughout at entrances to the Stadium. In addition on match days statements will be conveyed via the Public Address system condemning all forms of Unacceptable Conduct.
8. Supporters will also be informed on a regular basis that Unacceptable Conduct will not be tolerated by the Club and all parties will be encouraged to condemn and report such behaviour. This will be targeted through use of the Local Press, the Club website, and Social Media.
9. Broxburn Athletic FC undertakes to make it a condition of their Season Tickets or Match Tickets that entry to the Stadium deems that entrant must not engage in any form of Unacceptable Conduct and that all spectators agree to be subject to be searched for any flag(s), banner(s) and the like which may contain offensive or otherwise unacceptable material and/or flares, fireworks, smoke bombs or the like and/or any other object which may cause or be part of any incident of Unacceptable Conduct
10. Broxburn Athletic FC undertakes to take action, so far as is reasonably practical, in the event that it suspects that a person seeking access to its Stadium for an Official Match may have in his/her possession items as noted above. In such an event Broxburn Athletic FC will require that person to be searched and shall search that person and

confiscate and deliver to the Safety Officer/ committee members and/or Police any such materials found as noted above.

11. Any supporters (home or visiting) or persons exercising a function for or connected with the Club (other than as an Official or an employee) who engages in Unacceptable Conduct as identified above or who has refused to be searched and who has been, or is reasonably capable of being identified will be detained by stewards/ committee members, passed to the police and may be arrested. Season ticket holders detained for such a reason, face having their season ticket revoked, without compensation, and all spectators detained in this way face a life ban from the stadium

20 December 2018