



Broxburn Athletic

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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 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



UNACCEPTABLE CONDUCT

Broxburn Athletic Football Club is fully committed in its policies and communication thereof that any form of Unacceptable Conduct will not be tolerated and that any Players, Officials, Supporters who are found to have engaged in such conduct may have appropriate action taken against them. This applies both on the occasion of an official match at Albyn Park or at away matches.

Unacceptable Conduct

Unacceptable Conduct is conduct which is violent or disorderly.

- Violent Conduct includes any actual, attempted or threatened physical violence against any person, or conduct causing damage to property.

Disorderly Conduct

Conduct which is likely or designed to stir up /sustain hatred or ill will against or towards individuals or groups of people because of:

- Colour, race, nationality, or ethnic or national origin
- Membership, or presumed membership, of a religious group or of a social cultural group with perceived religious affiliation.
- Sexual orientation
- Transgender identity
- Disability
- Use of threatening, abusive or insulting words
- Display of banners etc the content of which is threatening, abusive or insulting

Non Compliance

Broxburn Athletic will not tolerate racist, sectarian, sexual or bigoted harassment or any other discriminatory behaviour, whether physical or verbal, and will work to ensure such actions are met with appropriate action in whatever context it occurs.

Any Broxburn Athletic official, employee or other person connected with the Club who engages in such behaviour will be dealt with under the Club's internal disciplinary procedures.

Any supporter who engages in such behaviour will be liable for sanctions imposed by the Club which could include withdrawal of season ticket, exclusion from future Broxburn Athletic matches or, in the event of serious and / or persistent offending, an application for a Football Banning Order.

20 December 2018



Unacceptable Behaviour Policy

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, defuse or mitigate unacceptable behaviour.

All such instances must be referred to the Club Committee:

- Unacceptable behaviour by players, staff and officials of the club will be addressed by the club's disciplinary procedures
- Unacceptable behaviour by spectators may result in a warning or disbarment from attending matches either temporarily or permanently
- 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 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 Broxburn Sports Club Reception and the Room for All should they desire to see a paper copy.

Mr J Porteous
Chairman

20 December 2018



Anti-Discrimination Policy

Broxburn Athletic will not tolerate any discrimination or harassment, whether verbal or physical – on grounds of:

- Sex
- Gender
- Ethnicity
- Colour
- Nationality
- Religion
- Disability

This applies to every aspect of the running of the club and every person associated with it including club officials, volunteers, coaches, players, supporters or other guests.

Where such behaviour arises, we will take appropriate action and manage an effective response in whatever context the behaviour occurs.

We encourage anyone who perceives themselves to have been subject to discrimination or harassment to contact a club official immediately.

The club will take appropriate action against any of its officials, coaches, players or employees. Such action may include dismissal and/or reference to the appropriate authorities, including the police – if required.

Any supporters or visitors identified behaving in such a way as to cause discrimination against an individual or group may find themselves in receipt of a banning order and/or referral to the police.

27 November 2018



Players Code of Conduct Policy

Broxburn Athletic expects its players to uphold and respect the values and laws of the game. Winning is important but not everything. We expect our players to:

- Make every effort to lead a healthy lifestyle which will include an appropriate diet.
- Avoid gambling on football
- Set a positive example for others
- Abide by the laws, rules and spirit of the game and avoid gamesmanship and time wasting.
- Always have regards for the best interests of the game, including where publicly expressing an opinion on the game and any particular aspect of it, including others involved in the game.
- Avoid use of inappropriate language
- Make every effort consistent with fair play and the laws of the game to help their team win and to accept victory and defeat with an equal measure of dignity
- Resist any influence that might, or might be seen to, bring into question their commitment to the team winning
- Resist any temptation to take banned substances or use banned techniques.
- Treat opponents and officials with respect at all times, irrespective of match results
- Safeguard the fitness of opponents, avoid violence and rough play, and assist injured opponents
- Respect match officials and accept their decisions without protest
- Show due respect to the interest of supporters
- Adhere to the terms of the Club's policy on anti-discrimination
- Social Media Obligations: The Club expects players to use social media in a respectful and responsible manner. When using social media, players are expected to ensure that they:
 - Respect the rights and confidentiality of others
 - Do not impersonate or falsely represent another person
 - Do not bully, intimidate, abuse, harass or threaten others
 - Do not make defamatory comments
 - Do not use abusive or threatening language
 - Do not post content that is hateful, threatening, pornographic or incite violence against others
 - Do not post content that harms the reputation and good standing of the Club or those within its community

A breach of this policy will be considered by the committee, and will be dealt with on a case by case basis.

27 November 2018



Team Officials Code of Conduct

Broxburn Athletic expectations of Officials are as follows:

- Set a positive example to others
- Avoid all forms of gamesmanship
- Respect the match officials
- Be mindful of the wider needs of the game and avoid bringing it into disrepute.
- Avoid the use of inappropriate language
- Represent and manage the Club in the best interests of its supporters
- Treat opposition officials and players with courtesy and respect
- Avoid all forms of discrimination which run contrary to the Club's policy on Disability and Anti-Discrimination
- Social Media obligations. The Club expects its officials to use social media in a respectful and responsible manner. When using social media, officials are expected to ensure that they respect the rights and confidentiality of others.
- Do not impersonate or falsely represent another person
- Do not bully, intimidate, abuse, harass or threaten others
- Do not make defamatory comments
- Do not use offensive or threatening language
- Do not post content that is hateful, threatening, pornographic or incites violence against others

Do not post content that harms the reputation and good standing of the Club or those within its community.

A breach of this policy will be considered by the Board, and will be dealt with on a case by case basis.

28 November 2018



Coaches Code of Conduct

Broxburn Athletic expects its coaching staff to set the standards for the way our players conduct themselves on the pitch. We expect them to want to compete and to win. But we want them to do so as exemplars of how to win and lose with dignity and to instil that ethos into our players.

We expect our coaching staff to:

- Respect the rights of players and opponents
- Place the well-being and safety of players above all other considerations
- Adhere to all guidelines laid down by governing bodies
- Encourage and guide players to accept responsibility for their own behaviour and performance
- Ensure that the activities they direct are appropriate to the ability and expertise of the players
- Clarify with the players what is expected of them and what players should expect from the coaches
- Co-operate fully with specialists in the best interest of the players
- Promote the positive aspects of the sport and never condone violations of the laws of the game or behaviour contrary to the spirit of the game
- Avoid use of prohibited substances or techniques and ensure players understand the consequences of any breach.
- Display high standards of behaviour and appearance
- Avoid the use of inappropriate language
- Adhere to the terms of the club's policies of prevention of discrimination on any grounds

Social Media obligations:

The club expects coaches to use social media in a respectful and responsible manner. When using social media, coaches are expected to ensure that they:

1. Respect the rights and confidentiality of others
2. Do not impersonate or falsely represent another person
3. Do not bully, intimidate, abuse or harass or threaten others
4. Do not make defamatory comments
5. Do not use offensive or threatening language
6. Do not post content that is hateful, threatening, pornographic or incites violence against others.
7. Do not post content that harms the reputation and good standing of the Club or those within the community.

A breach of this policy will be considered by the committee and will be dealt with on a case by case basis.

27 November 2018



Spectators Code of Conduct

Broxburn Athletic is a family club and we expect our own and visiting supporters to respect this.

To that end, the Club will not tolerate the following behaviours:

- Racist, sectarian or homophobic conduct
- Any other discriminatory behaviour not covered
- Excessive and/or sustained foul and abusive language directed at individuals – players, officials or fellow supporters.
- Alcohol is not permitted to be brought into the Albyn Park. Alcohol and soft drinks are available from the Club bar before kick-off and during the half time break. The bar is also open after matches for a short period.
- Anyone found in possession of alcohol and/or drugs will be refused entry or ejected from the ground.
- Anyone in possession of fireworks, flares or smoke bombs will be refused entry or ejected from the ground.

If you identify anyone causing alarm or distress to any supporters, players or officials, please alert a Broxburn Athletic official.

Anyone in breach of the above, may be removed from the Albyn Park, arrested or permanently banned from the ground.

Our aim is for everyone to enjoy their day, banter with home and away supporters.

28 November 2018



Ground Rules

1. All persons entering the Ground are admitted subject to the following Ground Rules and to the Rules and Regulations of the SFA and SPFL. Entry to the Ground shall be deemed to constitute unqualified acceptance of all these Rules and Regulations.
2. All persons entering the Ground are admitted subject to the condition that they may be required to submit to search to prevent dangerous articles being brought into the Ground which might be used to cause injury or damage to persons or property.
3. Spectators are asked, in the interests of public safety and good order, to comply with all instructions issued by Police, Stewards or designated agents of the Club.
4. All matches are played in accordance with the Rules of the Scottish Football Association, the Scottish Professional Football League, and, where applicable, the Regulations of U.E.F.A. competitions.
5. Play cannot be guaranteed to take place on any particular day or at any particular time and the Club reserves the right to change its advertised fixtures without prior notice and without liability.
6. On no account will admission be granted to a person who is subject of a current Football Banning Order.
7. Tickets allocated by this Club are issued on the express condition that no holder shall sell or transfer the ticket for a larger price than face value. In the event of any breach of this condition Broxburn Athletic F.C. reserves the right to cancel the ticket and retain the money paid.
8. At all times, the right of admission and allocation of viewing position is reserved by the Club Management and spectators found in an area amid opposing supporters may be ejected.
9. When a match is abandoned before the expiry of the first half, admission vouchers for the rearranged fixture will be issued to spectators. That arrangement does not however preclude spectators from seeking a cash refund from the Club on presentation of that voucher. The arrangements in cases where the match is abandoned after the expiry of the first half shall be a matter for the reasonable discretion of the Club.
10. In the event of an all ticket match being postponed for any reason, the ticket can be retained and will be valid for the rescheduled fixture. Alternatively spectators will be entitled to a refund.
11. All children entering the Ground, must pay for admission or hold a valid ticket.
12. Unauthorised persons are not permitted to enter upon the field of play or the perimeter track. Failure to comply may result in arrest or removal from the Ground, application of a stadium ban and/or Instigation of Football Banning Order procedures.
13. It is an offence under the terms of the Criminal Law (Consolidation) (Scotland) Act 1995, as amended by the Crime and Disorder Act, 1998 to make any remarks of a racist nature. Any breach of this may result in arrest and Instigation of Football Banning Order procedures.
14. It is an offence under the Public Order Act 1986 for any person to enter, or attempt to enter the Ground:
 - Whilst In possession of any article or substance whose main function is the emission of a flare for the purposes of illuminating or signalling (as opposed to Igniting or heating) or the emission of smoke or

visible gas, and In particular includes distress flares, fog signals and pellets and capsules intended to be used as fumigators or for testing pipes.

- Any article which is a firework.

15. It is an offence under the Criminal Law (Consolidation) (Scotland) Act 1995 to enter or attempt to enter the Ground:

- Whilst in possession of a controlled container which is or was capable of holding liquid and which, if thrown would be capable of causing injury to another person.
- Whilst in possession of alcohol.
- Whilst drunk.

16. The use of threatening behaviour, foul or abusive language is strictly forbidden. Racial, sectarian, homophobic or discriminatory abuse or chanting is also forbidden and is considered as unacceptable conduct and may result in arrest and instigation of Football Banning Order procedures.

17. Persistent standing is forbidden in seated viewing areas. Anyone who continues to stand after having been requested not to may be removed from the Ground and be subject to a ban.

18. Under no circumstances is it permitted to throw any objects whether on to the pitch or track or otherwise.

19. Club flags and banners, as well as any official national flag are permissible, provided they do not carry any additional religious, racist or other derogatory messages. Flags/banners must not interfere with the viewing capabilities or safety of other Spectators. In addition, flags and banners must not be allowed to obstruct advertising boards or directional signage. Small flags can be mounted on garden canes provided the canes measure less than 100cms in length.

20. Unnecessary noise such as from the use of radio sets and behaviour likely to cause confusion, annoyance or nuisance of any kind, is not permitted in any part of the Ground.

21. With the exception of authorised Media representatives holding accreditation issued by the club/event organiser, the taking of photographs or filming by any means inside the Ground is prohibited. In addition, no transmission or reproduction, in whole or in part, in any form, or by any means, electronic, mechanical, recording or otherwise is permitted save with a special authorisation in writing by the club/event organiser and, where appropriate, the prior consent of the Scottish Football Association, the Scottish Professional Football League, the or appropriate body.



Code of Conduct

Members of the public are asked to adhere to a code of conduct in compliance with the Rules and Regulations of the SFA, SPFL and East of Scotland FA.

The following behaviour is not acceptable within the stadium:

- Any racist language or behaviour
- To be under the influence of alcohol
- To be in possession of alcohol
- To behave in a manner likely to cause confusion, annoyance or nuisance of any kind
- To throw any object on the playing surface

If you contravene any of the above, the stewards and police are authorised to remove you from the stadium.